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TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

April 1991 #104

Freight Offer Fails to Meet Goals

The employers are happy. R.V. Durham and the General Executive Board members are happy. Now we will find out if the members are happy with the first offer for a new National Master Freight Agreement. A proposed tentative agreement was reached on

March 14 between the International union and Trucking Management Inc., for presentation to the members.

Some 160,000 freight Teamsters will vote on the proposal in early April in a national referendum, the first-ever NMFA vote under majority rule.

Majority rule was won after Weldon Mathis imposed the 1988 NMFA on the members with 64% voting No.

The International claims this proposal, "Breaks new economic ground" and improves job security. The International in the past 10 years has given up most of the freight contract protections. This contract round represents a chance to gain back some strength and job security. The proposed deal fails to achieve those positive goals.

No one is going to say this is a great deal. But some are saying, "Times are tough, so just be glad you're working and that there aren't even more concessions in it." There may be some truth in that, but that argument is what is letting our union drift downward in strength. If we compare this contract to what we've gotten the last decade, we're setting a weak standard. The question is, "Where will we be in three years, if this proposal is approved?" Will we have a stronger NMFA, a stronger union, a more secure future? Will we have dealt with the abuse of casuals, double breasting, and other attacks on our union? It's doubtful.

Consider the Goals

One concession we gave away is our Cost-of-Living clause. This proposal does not restore it. The officials are saying there is a "COLA," but there is not; there is no wage adjustment based on inflation. This proposal is less than UPS got last summer and, if adopted, will lead to a loss in buying power of at least \$1.06 per hour in three years.

Dealing with the proliferation of casuals is another major goal, and despite new language, the same flood of casuals is allowed. There is no restoration of lost strength here, either. There is not a word to stop double breasting.

Two-tier wage patterns are continued. The low wage for casuals continues, and the "new hire" rate is made even worse.

There are some wording improvements. "Shiny wheels" are banned over the same routes as relay runs, for example. Some new language on railing and safety is inserted in this proposal. But these changes and the ones on casuals are only as good as the enforcement mechanism: the grievance procedure. Nothing in this proposal is done to improve the grievance panels one bit.

Employers are Happy

The American Trucking Association called the deal "modest" in its publication, *Transport Topics*. The *Wall Street Journal* used the same word, and went on to say it is "slimmer" than the deal with UPS. An employer association spokesman stated it is "reasonable and would enhance productivity." The International has produced a Contract Report designed to look like a TDU Contract Bulletin, but with one difference: it gives the employers' rosy outlook!

Bargaining continues with Yellow Freight, and with two other employer associations—Motor Carrier Labor Advisory Council and Regional Carriers Inc. Our stand is one united contract. With solidarity, we can win.

Pension and H&W

The agreement is being sold to the members in the Central and Southern areas on the basis of pension increases announced by the Central States Pension Fund, especially the \$2,000 30-and-out at any age. This increase is welcome and overdue, and will be there whether this offer is rejected or sent back for renegotiation. But Teamsters in the West and East may wonder

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THE BOSTON HERALD, MONDAY, MARCH 11, 1991 7

Teamsters vote down McCarthy candidates

By PHIL PRIMACK

William J. McCarthy's 35-year rule of Boston Teamster Local 25 is in shambles after a slate of candidates backed by him was routed in a local union election tallied over the weekend.

Only one of the six McCarthy-backed candidates for delegate to the international

later this year.

"The results here show that without question, Teamsters want more for their dues money," said Local 25 steward Dennis Nagle, who won a delegate seat along with three out of four of the "Right to Vote" slate. "With the fear of retribution and intimidation

History in the Making

Neal Henderson
Local 25 delegate, Star Market
Boston

History was made on March 9 when the McCarthy slate lost all Local 25 delegate positions except one to rank and file reformers. Some of our Right to Vote slate are TDU members and some are not, but we all support Ron Carey.

It took a lot of hard work and money

to get our message across, but it was worth it because the members' message was loud and clear. We thank the members of Local 25 for supporting the democratic movement in our great union.

Note: The William McCarthy slate won one of nine delegates, and no alternates, losing to two reform slates who each won four delegate seats. See pages 6-9 for more delegate election news.

Teamsters for a Democratic Union
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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on back page.

UNION SOLIDARITY



SOLIDARITY DAY, Sept. 19, 1991.

Solidarity Day 1991 March on Washington

The AFL-CIO is planning a massive demonstration in Washington, D.C., for this year's Labor Day weekend. Called Solidarity Day 1991, the march will commemorate the 10th anniversary of the first Solidarity Day held in 1981, when 400,000 unionists gathered in the nation's capital to send a political message to Congress and the newly elected Reagan Administration.

The major themes of the march will be support for national health care reform, "full freedom of association at home and abroad," and support for national legislation banning the use of "replacement workers" in labor disputes. The Labor Day march will coincide with Senate hearings on the "replacement worker" bill, which will begin in September.

The anti-scab legislation has sig-

nificant support in Congress. H.R. 5 has been endorsed by 162 representatives, and S. 55 by 23 senators. While the anti-scab bill is expected to be approved by the House, and may scrape by the Senate, the Bush Administration has already signaled its intention of vetoing the bill if it reaches the President's desk. Secretary of Labor Lynn Martin, speaking for Bush, told a congressional panel, "This legislation would override 50 years of law and ... promote increased labor unrest and disrupt the flow of commerce."

Current labor law, established by a Supreme Court ruling in 1938, draws a distinction between firing striking workers, which is illegal, and permanently replacing them, which is al-

lowed. Labor leaders argue that the difference between "firing" strikers and "permanently replacing" them is meaningless. They point to recent strikes where management has tried to break the union by provoking a strike, then permanently replacing unionized workers with scab labor.

Encourage your local to actively support the anti-scab legislation, and contact your congressional representatives to urge them to co-sponsor and vote for the bill. Also, several unions and labor councils in the East will be encouraging unionists to attend the March on Washington this year, instead of holding local Labor Day rallies. Urge your union to do the same.

TDU International Steering Committee

Co-Chairs:

Pete Camarata, Detroit Local 299
Dan Campbell, Saginaw, Mich. Local 486
Diana Killmury, Vancouver, B.C., Local 155
Michael Savoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

George Beam, Lexington, Ky., Local 651
Sarah Bequette, St. Louis Local 600 spouse
Connie McArthur, Seattle Local 174

Members:

John Braxton, Philadelphia Local 623
Lucila Conde, San Diego Local 481
Gillian Furst, Minneapolis Local 1145
Jackie Jenkins, Memphis, Tenn., Local 891
Dave Kapitula, Wilkes-Barre, Pa., Local 401
Michael Ruscigno, New York Local 138
Rick Smith, Atlanta Local 728
Bill Stromatt, Atlanta Local 728
J.C. Thomas, Memphis Local 667

Alternates:

J. Anthony Smith, Washington, D.C., Local 639
Bilal Chaka, Long Beach, Calif., Local 692
Rudy Hernandez, Oakland, Calif., Local 853

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 702, Washington, D.C., 20036. (202) 785-3707.

N.Y./N.J. Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, N.Y., 11217. (718) 852-9230.

Western Organizer: Doug Allan, P.O. Box 7445, La Verne, Calif., 91750. (714) 593-9791.

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1990 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

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PAY ATTENTION TO YOUR PENSION

Central States Fund Reverses Policies, Doubles 30-and-Out

Right to Vote Can Double Your Pension

Two years ago the Central States Pension Fund, with \$10 billion in assets, mailed every participant a brochure claiming that benefit increases being demanded by the members are impossible. It was signed by all the employer and the union trustees.

One month later, we won the Right to Vote. And Teamster history took a dramatic change.

Exactly two years later to the day, we are starting to reap the harvest, as the fund has been forced to reverse its policy in that brochure, and double the 30-and-out benefit to \$2,000 at any age, for freight Teamsters.

It did not happen by accident. It happened because rank and file Teamsters are making history.

Rank and file Teamsters have organized throughout the Central States area. Rank and file Teamsters hired professional actuaries to produce a study proving the fund could double benefits. Rank and file freight and UPS Teamsters tied their anger to their contracts. Rank and file Teamsters have supported the pension strategy of the Ron Carey Leadership Team, which has challenged the pro-employer policies the union trustees put forward before. Rank and file Teamsters made it happen.

Then and Now

The brochure signed by the trustees two years ago gave an entirely different story. It stated that the fund could not raise benefits because the primary goal of the fund was to achieve "full funding."

"As Trustees, we believe paying off the unfunded liability is a top priority. And we have no doubt that priority will be met. A pension fund that is fully funded is in the best position possible." (Page 4, "Trustees Report About Your Pension Fund.")

The fund sent speakers out to continue to make this claim, and to try to shoot down the TDU-sponsored study by Poulin Associates of Washington, D.C. That study showed that by funding the benefits over a reasonable period—the "amortization period"—that \$2,000 30-and-out was realizable with no increase in income! And with an increase in income, further benefit hikes including 25-and-out and cost-of-living on pensions are practical.

The trustees said they would not in-

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JC 83 Teamsters Unite to Fight Health and Welfare Cuts

Virginia Teamsters are gearing up to reverse the health insurance cuts that have been forced on them by the Joint Council 83 fund trustees. Members from across the state have been discussing the benefit cut problem and are exploring ways to reinstate benefits. More than 100 Teamsters met in Richmond on Feb. 10 to speak out and plan strategy against the cuts. As a result, a committee of members from across the state are working with TDU staff in their joint investigation of the problem.

What Has Been Done

Committee members have been gathering information, including financial documents from the fund. Informants have contacted TDU and the committee to reveal their knowledge about the plan. Some sources indicate the trustees may have ignored cost-saving programs and neglected their fiduciary responsibilities in other ways. We are now following up on these leads.

Recently, committee members met with TDU staff attorney Karen Anita Keys to discuss strategy. The committee members were primarily concerned about getting information to the membership about the efforts for better health benefits. They planned bulletins and meetings to accomplish

these goals.

A lawsuit may be needed, but will not be the only answer. In the past, TDU has helped other Teamsters achieve change in their pension or health and welfare plans through a combination of the threat of litigation, and political pressure. Committee members are gearing up to turn up the political pressure on the JC 83 fund trustees.

This means organizing local union members to let trustees know that the membership is not satisfied, and if they do not address our concerns, they may face difficulty staying in office.

Presently, the JC 83 fund (pension and health and welfare) union trustees are appointed by officials of JC 83. Trustees would be more responsive to the membership if the rank and file elected union trustees. Such an election requirement may require an amendment to the IBT Constitution. This would ultimately improve the chances of receiving better benefits.

Committee members will be planning a series of statewide meetings to discuss the benefit cut problem. If you're a participant in the fund, we want to hear your concerns and we want to help you turn those concerns into organized political power that will cause the plan's trustees to address your concerns.

Grand Jury Investigates Relative of McCarthy for Abuse of Pension Fund

Thomas Prendergast, a son-in-law of Teamster President William McCarthy, is under investigation by a Boston grand jury for allegedly channeling pension fund deposits to certain Boston area banks in return for favors from those banks. Another associate of the fund, accountant Steven Watchmaker, is reportedly charged with a similar offense.

Prendergast is not the same son-in-law that McCarthy awarded a printing contract to without an upright bidding procedure. The court-appointed ad-

ministrator has voided that deal after a lengthy investigation.

No losses to the pension fund have been reported because of the alleged kickbacks. But one source close to the investigation commented to the *Boston Herald* that "federal labor law says you can't use your union positions for personal gain." Prendergast is president of NET Properties, which handles real estate investments for the pension fund. NET Properties controls about one-quarter of the fund's approximately \$1.5 billion in assets.



Central Pennsylvania Teamsters at meeting on pension benefits.

Lawsuit Filed on Central Pennsylvania Pension Fund

Dominick Buscemi

Local 773, Preston Trucking
Allentown, Pa.

"People shouldn't have to worry about retirement, they should be able to look forward to it."

These are the words of Adam Frye, a UPS Teamster who for the past four years has been leading the fight for better pension benefits from the Central Pennsylvania Pension Fund. Brother Frye spoke before a group of about 800 Teamsters who attended a meeting in Harrisburg, Pa., to explain the class-action suit that has been brought against the trustees and the pension fund.

The intent of the suit is to recover benefits said to be lost when the fund changed from a defined benefit to a defined contribution plan. The change has been the subject of debate since it occurred in 1987. Some members feel that the change was made to protect the trustees from bearing the responsibility of the fund going bankrupt, and questions remain about the financial condition of the fund. Since we were always told that our old defined benefit plans were the best in the country, why change?

Up until Jan. 1, 1987, the fund was a defined benefit plan, which meant that a member would receive a guaranteed amount of money each month when he or she retired. In January 1987, the fund changed to a defined contribution plan, which means that a certain amount of money is contributed regularly, while the member

is still working, into an investment account that the member will receive upon retirement. One of the big differences is that with the new defined contribution plan, there is no guarantee of how much the member will have at retirement. It could be more, or it could be less; it all depends on the economy and the investment results of the fund's managers. Employers prefer defined contribution plans because they are inherently fully funded.

Also, an independent actuary calculated that the new plan would not increase benefits as much in the future as the old plan had in the past.

Attorney Gary Lightman also spoke at the meeting. Lightman was chosen to represent the members filing the suit because of his experience in pension-related matters. He pointed out several other discrepancies in what the members were told about the defined benefit (old) plan. For example, the booklet that was given to the members implies that no one will lose anything by the fund changing to a defined contribution plan. The reality is, however, that "the plans are radically different, and people could be hurt, especially those hired before 1987," according to Lightman.

One of the plaintiffs in the suit, Emerson Dimmick, who works for ABF, explained how the trustees of the plan frustrated the members into filing the lawsuit. The rank and file committee had tried repeatedly to discuss pension issues with the trustees, but were rebuffed.

FREIGHT NEWS

Highlights and Lowlights of Proposal

Cost of Living and Wages. No COLA in the proposal. Restoration of this concession was promised. Wages are 50¢-45¢-45¢, 28¢ less than UPS settlement, which the International said was inadequate.

Benefits. \$1.05 contribution over three years for pension and H&W, which the International said was inadequate in UPS settlement to maintain benefits.

Article 20 details how your H&W benefits may be cut: "To the extent covered employees might suffer a reduction in benefits due to the inability of a H&W Fund to continue to provide existing benefits within the contribution amount provided hereunder, the Joint Committee shall have the responsibility of making recommendations to the affected employees and their Local Unions concerning alternative methods, if possible, of securing comparable health benefits."

Grievance procedure. No innocent till proven guilty, no improved grievance panel.

Abuse of casuals. Casual language is dressed up, but no significant changes. No elimination of phoney distinction between supplemental and replacement casuals. No return to 30 days and you're hired. No elimination of the substandard casual rate. Im-

provement: laid off employees at signatory carriers are to be given preference for casual work, subject to employer "standards." (Article 3.) Recall rights extended to five years.

Railing and Brokers. Brokers: "non-employee owner operators ... will not be used over the same routes ... as established relay runs."

Railing: driver availability to avoid rails to include two-hour period prior to end of rest, instead of one hour. (Article 29.)

Time Off. No new holidays, sick days, personal days. After eight years, three weeks vacation. (UPS got sixth week after 25 years; not in this offer.)

ESOP concessions. 15% wage cuts stay. Those in place to be revoted. (Article 6.)

"Light Duty." This concession of 1988 is continued in Article 14, to harass Teamsters on OJI. (In 1988 McCarthy vigorously opposed this.) Pay is to be 85% of scale, which means about \$3 per hour over what most states pay in workers comp.

Safety. Diesel fork lifts to be phased out at breakbulks. Bobtail tractors pulling dollies allowed in contract, subject to installing a BPV valve. Right to refuse unsafe work restated (already in contract) but subject to grievance procedure. (Article 16.)

Two-tier wage scale. New-hire wage

rate worsened: 85% for full year, then 90% for six mos., then scale. Approximately \$2,000 loss over previous language per employee hired.

Supplements

The many (mostly very minor) changes in the 30 supplements cannot be all listed, but some of the more important changes in the largest supplements are referenced here.

Central Conference. 10% positions can be bid. (Local cartage, Article 43.) Extension of breaktime for "minimal" time shall not be considered dishonesty and will require warning letter prior to discharge. (LC, Article 46.) Some protection for bid drivers. (Road, Article 46.)

Southern Conference. New grounds for immediate firing without warning: "outrageous conduct as determined by the grievance committee" (LC Article 46, Road Article 45.) Change fork lift bids to 1:6. (LC, Article 55.) Elimination of any preferential casual clause. (Article 41.) Funeral leave of 1 day in death of in-law. Layovers past 14 hours, two-hour guarantee. (Road, Article 50.)

Western Conference. Detailed language allowing road drivers to hostile. (LC Article 57.) Vacation "hold-down bids" instituted.

IBT Officers' COLA ... And Yours

If R.V. Durham thinks he's negotiated a COLA clause in our new contract, perhaps he should take a look at his IBT Constitution to see what a real COLA looks like.

In the proposal we're being asked to vote on, our hourly increases are 50¢-45¢-45¢. Later, the monetary summary explains the formula for a "Guaranteed Cost-of-Living (COLA)," which eventually states "that in no event, will the hourly and mileage cost-of-living increases payable be lower than forty-five cents (45 cents) per hour or 1.124 cents per mile ... and the parties further agree that the maximum hourly and mileage cost-of-living increases ... will be forty-five cents (45) per hour or 1.125 cents per mile." In other words, our 45-cent raises in the second and third years are it, there is no COLA.

Contrast that with what Article V, Section 1(b) will provide for Durham and other members of the General Executive Board this year and every year:

"... all International union officers shall receive an annual cost of living increase which shall be equal to the percentage increase in the Consumer Price Index, U.S., All Items (1967 = 100) or CPI-W."

In other words, we get rhetoric, and our International union officers get a true COLA that keeps their six-figure incomes on an even pace with inflation.

Central States Raises Benefits

The Central States Pension Fund has announced benefit increases, and will put the announcement right into the packet with the contract ballot. The increases are summarized in the chart below.

While the new schedule is not what members have demanded and does not include a 25-and-out plan at all, any increases will be welcomed by freight Teamsters.

Last year TDU sponsored a detailed actuarial study showing that major benefit increases could easily be afforded by the Central States fund. They refused to act. Then, after the new contribution levels were established by the UPS pact (the NMFA benefit package of \$1.05 over three years is the same as UPS), they still refused to act. Now, to sell the freight offer, they finally come forward with increases, including \$2,000 for 30-and-out at any age.

Teamsters in the Western Conference and the various Eastern plans may wonder just what they are supposed to do to get increases!

Note that the deal states that freight Teamsters must have at least five daily contributions (and not self-contributions) under the new agreement to qualify; this loophole could victimize many Teamsters (such as PIE employees) currently out of work.

Contributory Pensions Central States—Freight

Retirement Age	Years of Contributory Credit		
	20	25	30
57	\$900	\$1,200	\$2,000
58	950	1,300	2,000
59	1,000	1,400	2,000
60	1,050	1,500	2,000
61	1,100	1,600	2,100
62	1,200	1,700	2,200
63	1,300	1,800	2,300
64	1,400	1,900	2,400
65	1,500	2,000	2,500

Contract Balloting

The proposed tentative settlement is just that—a proposal for the members to vote on. We have majority rule on this contract, and the power to determine our own contract.

Contract meetings will be held in all locals in late March. Ballots will go out at the end of March to all freight Teamsters. Not just those who work for TMI companies, but all freight Teamsters—Yellow Freight, regional carriers, etc.

Bargaining continues with the Motor Carriers Labor Advisory Council (MCLAC), Regional Carriers Inc., and Yellow Freight. Our stand is "one united contract." With solidarity, we can win.

Proposal Fails to Meet Goals

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what they will have to do to get similar increases.

The benefit level is another potential problem. The total of \$1.05 into pension and health and welfare funds matches the UPS contract, but since then there has been serious concern among some officials that it is insufficient. A dangerous new section, in Article 20, is proposed that explains the procedure for cutting health and welfare benefits.

Dealing With Strike Fears

The time to build union strength is now, when we have our strongest levers working for us, majority rule and the Right to Vote on IBT officers. A rejection of this proposal will authorize a strike, at the union's dis-

Right to Vote Doubles Pension Benefits

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crease the "amortization period," because the employers want their full funding. The employers' goal became the goal of our pension fund.

The union trustees have now reversed those policies. They now deny they ever said the employer dream of "full funding" was their goal. They did so because of rank and file action, and because of the pension factor in the coming vote for IBT officers.

The union trustees of the Central States fund are supporting the Durham-Mathis slate. Half of them are even on that slate (Robert Sansone of St. Louis, and Jerry Cook of Atlanta).

cretion, though there need not be one. Carhaulers rejected their first "final offer" by 72% in 1988. The union and the employers went back to the bargaining table and signed a better contract. Last summer both the International and UPS threatened UPS Teamsters with a strike. It scared off some who would have voted No. Then just as the ballots were being counted, both parties announced they had agreed to continue bargaining if the contract were rejected.

UPSers didn't get another chance to do what we can do now. The rejection of this proposal will send the International back to the negotiating table with a membership mandate. This statement of solidarity will not only win a better contract, but a stronger union.

Seven of the 18 on the Durham-Mathis slate are from the area covered by the Central States fund.

They have put their fingers up and felt the breezes coming from the rank and file movement for better pensions. They have seen the support Ron Carey has gotten for his platform of instituting 30-and-out, 25-and-out, and for an aggressive approach to pension benefits.

If rank and file Teamsters can make that happen, think what we can do if more of us get involved, and if we put a new leadership in place. A leadership that leads, instead of being dragged along.

Yellow Freight, Maybrook, N.Y.

Local 707 Allows Sweat Shop Tactics

Rick Morello
Local 707, Yellow dockworker
Maybrook, N.Y.

Yellow Freight has reinstituted a system of intimidation, the "Survey." It's disguised as a positive method of management and is like the "Gagnon method" of production standards exposed in the August 1990 *Convoy Dispatch*.

A small group is picked out by management. That way the majority feel lucky, but also threatened that they may be next. So far those singled out have been certain "disruptive" individuals who attempt to stand up for their rights even though Local 707 will not. The majority are hard-working and in many cases do more than a "fair day's work for a fair day's pay."

But if one group can be singled out there are other obvious targets: older members who may be workers comp risks, have high vacations, or are a bit slower; members who aren't fully vested in the pension fund, which might help to raise benefits without raising employer contributions; or perhaps the nephew of a foreman needs to find a spot.

From July 12 to Dec. 5, 1990, I was on Survey. At first you get the regular bill of fare, as trash loads go. Then as the months go by and "coaching sessions" continue, you are gradually given slightly better work until they make you look like a superstar. The decent work continues for a while and then the hand-picked loads start to come your way again. And the process of grinding a man down continues.

Teamsters on Survey are closely watched by a supervisor and vague

reports on their "performance" are kept. Anybody who works freight knows that the foreman can make or break you on paper. A man who is constantly given carton loads to be sorted won't look as good on paper as a brother Teamster who is constantly given one- and two-skid move trailers.

By some foremen's own admissions, they have been told by Jime Bair, the Maybrook general operations manager, that the best or highest rating he wants to see on the Surveys is "adequate," because if a man is fired it would look bad on paper for him.

Individuals who are on Survey are not allowed to keep a record of what they did during the course of a fair day's work. This is interpreted as "theft of time."

From time to time the "chosen few" are called in for coaching sessions with management. Even if you've performed well, the smallest negative detail and "attitude unsuitable for work at Yellow" are repeated endlessly. The mental cruelty of this system is the opposite of positive management. How many times can you tell a man that he's a bum, before he starts thinking, "Hey, maybe they're right!"

Rather than challenging these unspoken, but contractually illegal production standards, Local 707 refuses to interfere with the Survey process. So members are denied union representation when we are being grilled at these inquisitions. After all, if some Teamsters fall by the wayside due to injury, disability brought on by repetitive motion, or voluntary quit, several years of pension contributions will swell the local's coffers and the

local can receive another \$528 initiation fee from a new hire.

Although the local repeatedly says we have no grievance, a new grievance has been filed. We hope it will get more attention after the strong showing in our delegate elections by Maybrook yard jockey John Kelder.

The new gimmick to keep a man on the ropes is the Survey Request Form. No matter how hard a man works, management will find a way to make out a Survey Request. Five Requests and you're back on Survey and the

local does nothing about it.

But work is not the issue at all. The main issue is control and fear, fear of union reform and activism, filing workers comp complaints, OSHA complaints or grievances. The result will be more accidents, illness and deaths on the job.

In the end it will lower morale and productivity. It's no way to run a business. Let's hope Yellow management learns that. And if they don't, that Local 707 gets some officers who won't trade lives for dues.

CF Salesperson Becomes Driver Surveillance Expert

Rick Stauffer and Phil DePietro
Local 773 stewards, CF
Allentown, Pa.

Perhaps it's hard for the salesperson, who spends his or her day entertaining clients at company expense in the relaxed atmosphere of a restaurant or bar, to relate to the fatigue that a driver experiences after fighting city traffic to make 19 or more customer stops in an eight-hour period without stopping for lunch or break for six and a half hours. Maybe that's why a salesperson would be quick to assume that a driver is stealing time if he or she pulls over for a nap during the day.

What's not so easy to understand is why that salesperson wouldn't have the courtesy or integrity to investigate the incident before causing a problem for the driver. Maybe the salesperson doesn't see that driver as a human being, or possibly the salesperson is anxious to show the boss that he or she is really looking out for the company. The reality is, as disgusting as it may seem to you or me, there are some real

low-lives out there who are willing to do whatever it takes to advance themselves. Is this why they need the drivers to give them sales leads—so it frees up their time to spy on the driver?

This incident is a good example of the hypocrisy of the "new era of management-labor cooperation through mutual respect." If management really did respect the dignity of the driver, wouldn't someone have asked him about the incident to see if there really was a problem with the driver's work ethic? That's not what Consolidated Freightway's Allentown, Pa., terminal manager, Walter "Brick" Quinn, did. Quinn decided that the driver was guilty of stealing time—without even giving the driver a chance to defend himself.

Quinn's concept of assuming guilt certainly doesn't "sell the EXCEL" program at the Allentown terminal. If CF management expects us to believe they respect us as equals, they should put their words into practice, instead of propaganda.

Yellow Freight, Seattle

Members Want NMFA, Not 'Cartage'

Doug Frechin
Local 174, Yellow Freight
Seattle

Seattle Teamsters had a contract meeting of our own in late February because our union officials had not called a meeting, though our contract expires April 31. The contract we have been under for nearly 15 years has been a "Local Cartage Contract," not the NMFA. In the past we didn't question it, because in some cases, it was better than the NMFA. But that is no longer the case. The situation is even more dangerous with Yellow telling us that it wants a separate contract for the "short-haul regional market."

Our meeting was very productive. Nearly 50 drivers attended and we agreed that a "Local Cartage Contract" was no longer good enough. We all agreed that it was time for us to join other Yellow Teamsters under the same agreement. Period. We decided that a petition would be written up and distributed among the different terminals, signed and presented to our union rep, Don Stober, when the union got around to finally having a meeting with us.

The Tacoma terminal was not well represented at our meeting, so

Richard Kraft and I went down to pay the brothers a visit on March 4. At the front door, we were turned away by the A.M. supervisor. He said "NO" to our access request to the break room. We showed him a document from the Election Officer, which states that we have the right to campaign on the property, but he put us off. Eventually we left, and as the drivers went by us at the stop sign, we passed out info to them.

Then we found out how great was management's concern about our move to unite with other Yellow Teamsters. It seems that my boss at the Everett terminal opened mail addressed to the shop steward and removed its contents, our petition. He proceeded to set up a conference call with Yellow's West Coast labor rep, someone from Kansas City, and called in driver Kevin Gummer from the Kent terminal. Kevin had helped set up our contract meeting. When management asked who's idea the petition was, they were told this is strictly union business.

Apparently, our organizing for a unified national contract at Yellow has management worried. Let's work together and keep up the pressure.

Freight Lines

Rates Hiked in Advance of Contract.

The major regional motor carrier rate bureaus have scheduled general rate hikes of 5.5% to 6% in anticipation of the wage and benefit settlement expected in the new freight contract. Some increases were expected in January, but the major carriers wanted to wait until they had a better idea of how negotiations went.

PIE Official Indicted.

The guy responsible for helping PIE and Transcon go down the tubes, Leonard Pelullo, has been indicted for Savings & Loan fraud, after being jailed in mid-February for refusing to refund \$1.75 million in pension money he owed to a fund set up by a printing firm he controls. Pelullo is accused of borrowing several million dollars from a bank in 1984 to renovate some hotels he owned, then using almost \$2 million for his own use.

The Maybrook Lottery.

At the Maybrook, N.Y., Yellow facility, the 1,100 members of Local 707 have begun referring to their bids as the "Maybrook Lottery" since they happen about once a week and you've got as much chance of winning. For seven years the yard jockey bid has had two parts, check lane and yard switcher. After a seniority grievance by a member, Yellow unilaterally merged the lists and rebid the jobs. Yard man John Kelder has requested that Local 707 file unfair labor practice charges with the NLRB for failure to bargain.

DELEGATE, ELECTION NEWS

Reformers Win More Delegate Races

By early March a majority of the delegate elections are over, with a number yet to vote. Reformers continue to show surprising strength in a wide number of locals, and in various areas and crafts.

In almost all such cases, the reform delegates have declared support for the Ron Carey slate. The elected delegates supporting the present IBT officials (the Durham-Mathis slate) are almost all claiming or pretending to be "uncommitted."

While not a complete update, a number of reports have been received from locals where reformers have won some or all of the contested delegates.

In the east, **Boston Local 25** saw the defeat of the McCarthy Rank & File slate in his home local. His slate took one seat, while two separate reform tickets each took four. **Fall River, Mass., Local 526** elected a Carey delegate. In **New Jersey Local 177**, the slate headed by Mario Perrucci, who is a running mate of Ron Carey for International VP, swept all seven delegates and seven alternates. In **Bridgeport, Conn., Local 191**, the Carey Reform slate swept the three delegates and three alternates. **Roanoke, Va., Local 171** elected TDUer Roosevelt Via as its only delegate.

In Washington state, **Seattle Local 174** elected the Pro-Union Democracy (PROUD) slate of seven delegates and two alternates. **Seattle Local 741** elected the Carey/Teamsters for Reform slate of two delegates and one alternate. **Seattle Local 227** elected the reform ticket. **Tacoma Local 313** elected the Democratic Reform slate.

Eugene, Ore., Local 57 elected the Progressive Slate of two delegates and one alternate, and **Local 58**, on the Washington-Oregon border, elected one reform delegate in a close race. **Los Angeles Truck Drivers Local 208** saw the Ron Carey Rank & File slate sweep the three delegates and three alternates. **Modesto Cannery Workers Local 748** elected some reformers in a close race. Reformers swept the three delegate positions in **San Francisco Locals 85 and 216**. **Colorado Local 961** elected two delegates and one alternate on the Teamsters for a Change slate.

Theodus Wins in Local 407

Cleveland Local 407 elected a coalition slate of six delegates, headed by Sam Theodus. Theodus ran against Jackie Presser at the 1986 IBT Convention and now is backing the Carey slate. **Minneapolis Local 792** elected the reform slate of two delegates and one alternate. Also in the Twin Cities, **Local 638** saw a sweep of the five delegates and two alternates by the Working Teamsters for Change.

Detroit Local 2757 elected the Flight

Attendants for Positive IBT Reform and Democracy slate of two delegates and one alternate. In **Dayton Local 957**, reformers won a seat in a close race.

Ft. Smith, Ark., Local 373 elected its one delegate pledged to Ron Carey. **Memphis, Tenn., Local 667** (four delegates, six alternates), **Nashville Local 480** (four delegates, three alternates), and **Knoxville Local 519** (two delegates, two alternates) all overwhelmingly elected reform slates. In **Georgia Local 728**, the Teamsters for Democracy slate swept all nine delegates and five alternates in the old Mathis local.

Carey Slate Sweeps in L.A. Local 208

Doug Allan
TDU Western organizer
Los Angeles

In Los Angeles, the Local 208 Rank and File Carey Delegate slate recently made a clean sweep of three delegates and three alternates by nearly a 2-1 margin. As one officer said after the election, "The members of Local 208 have made it clear they want the Carey slate and support the TDU platform."

What is important about this victory is that all six elected delegates have been around for a long time and understand the importance of not only electing a good, honest General Executive Board, but also the changes needed in the IBT Constitution. No amount of pressure from the present leadership will sway these folks from doing the job they have been elected

Naturally reformers have lost in many locals, but even there the results have encouraged the Carey campaign, showing 40%-49% in most cases. These campaigns "establish a very strong base of support for the December election," the Carey campaign commented. Top IBT officials admit embarrassment at some of the results, but note that hundreds of local unions had uncontested races, which will mostly be delegates in the Durham-Mathis camp.

This is not a complete listing of recent results, but includes information received by this office and confirmed. More will be reported later.

to do by the membership.

The delegates are John Franklin, Bob Baker and Ernie Castaneda, and the alternates are John McTigue, Merrill Scott and Carlos Valdez.

Western Conference

Four of our delegates and alternates now are out campaigning for the Local 63 reform delegates. A member of our campaign committee who speaks Spanish is talking to the Spanish-speaking Teamsters in Local 63.

The sleeping giant has woken up. Some members in this local had fought for years. When this opportunity arose, they got involved again and finally succeeded. Let's do the same in the top officer elections this December.

Rank and File Delegates Score in Washington

Connie McArthur

Local 174 alternate delegate, UPS
Seattle

Although the delegate elections in Washington state are not over yet, 17 rank and file Teamsters from eight locals have already been elected as reform delegates supporting the Ron Carey Slate.

Reform slates in **Seattle Locals 174 and 741** and **Tacoma Local 313** swept their races by large margins, and other candidates won delegate seats in **Locals 58, 227, 378, 760 and 582**, throughout the state. Those reform candidates who did not win elections deserve special credit for building momentum for the Carey campaign.

Jim Norbeck, a UPS package car driver from Tumwater, defeated **Local 378** secretary-treasurer and Joint Council 28 trustee Leo Sweeney for the local's one delegate seat. "I took a week of vacation in November to meet people at other barns and then took a second week right before the election and hit the campaign hard," Jim said. "I found that once the members got a little education, particularly on the multiple salaries and pensions received by International officers, they all agreed it's time for a change. They realized that through this delegate election that their votes really count for something."

The largest contested election in

the state was in **Seattle Local 174**, where we swept the seven delegates and two alternates by nearly a 2-1 margin.

"A lot of the guys I work with told me they are sick and tired of the corruption at the International level," said Chuck Bowman, a Safeway driver elected as a delegate.

Dale Kallenberger, a Boeing driver and past **Local 174** vice president, attended the last IBT Convention in 1986 and saw first hand the intimidation on the floor. "By the time they got to us, it was all over—Jackie Presser was selected. But they kept on with the roll call and when I went to the microphone and saw the two goons on either side of me, I voted for Presser. I was afraid. This time, I'm going with a whole group of people committed to Ron Carey and we are not going to be intimidated by anyone!"

The **Local 174** executive board ran as the "TRUTH" slate and spread the same old fertilizer, accusing members of the PROUD (Pro-Union Democracy) Slate of being TDU "chronic or professional malcontents."

Two of the officials who lost in the various delegate races are Joint Council 28 officers, and a third, \$100,000 Club member Robert Pavolka, only won by a coin toss, after being tied by the reform candidate, Joe Beltz, in **Local 599**.

Indy Delegate Loss Still a Victory

Cecil J. Tyler
Local 135, CF road driver
Indianapolis

The delegate elections in **Indiana Local 135** came to a conclusion recently, with disappointment but also a sense of a job well done by the leadership of the Indiana Teamsters for Ron Carey slate. The reform slate got 44% of the votes cast, which is impressive though they didn't win.

The Indiana Teamsters for Ron Carey conducted a campaign of education and issues. The John Neal slate, composed mostly of officers and BAs, ran a campaign of smear sheets, lies and mudslinging and did not address any issues or say who they supported for president.

Any election in **Local 135** would be difficult for challengers to win due to the local's size, with more than 15,000 members spread out over much of the state. So the campaign put together by the Carey slate was an amazing accomplishment. They raised the consciousness of many members by getting the word out about the changes in our union, and what rank and file Teamsters can do to help those changes take place. The election also showed strength for Ron Carey. We expect to build on that 44% margin in the election for IBT officers in December.

The dedication and effort put forth

by these delegates and their supporters is truly what a free and democratic trade union is all about.

The movement continues to grow in Indy, and we are forming a TDU chapter here. We will be scheduling regular meetings and will continue the effort to elect the Ron Carey Slate to lead our union into the 21st century.



See You in Orlando!

Rosey Via
Local 171 delegate, UPS
Roanoke, Va.

(Also pictured (r.)

Steve Smith, alternate.)

"It's time for the International union to start working for the members, and I think the vote in our local, along with the other delegate victories we've had recently, show that rank and file Teamsters agree. I'm proud to be a part of it."

Win Nearly Half of Tennessee Delegates

Carey Slates Sweep Big Elections

Delegates committed to Ron Carey are on their way toward changing the political complexion of the Southern Conference. In Tennessee, delegate slates committed to Carey in Nashville, Memphis and Knoxville got out their brooms and did some serious cleanup by sweeping every delegate and alternate spot in those locals. At least 10 of the state's 22 delegates are now openly committed to Carey.

Boss Hog Loses in Nashville

Luther "Boss Hog" Watson, president of Nashville Local 480, finally met his match in the Teamsters for Ron Carey slate. The Ron Carey slate swept all four delegate and three alternate spots, beating Watson's slate by an average margin of 495 votes, or nearly 2-1. Watson was the lowest vote-getter of any candidate on his slate.

This political defeat for Watson,

who is also secretary-treasurer of Joint Council 87 covering Tennessee, Mississippi and parts of Alabama, represents a major breakthrough for reform-minded Teamsters in the Southern Conference. Watson has been a longtime foe of democratic reforms. He is currently defending himself against charges that he accepted employer contributions in a 1990 local election, when Carey slate member David Bowden ran against him for local president.

Bowden, a non-TDU candidate on the Teamsters for Ron Carey slate, said of the delegate victory, "For people who say that things will never change, this shows that things will change when people unite and set their minds to it, and they get a fair election."

Coalition Wins in Memphis

The Rank and File for Ron Carey

slate in Memphis Local 667 received 67% of the membership vote and swept the election, winning all four delegate and six alternate positions. With 52% of the members voting by mail ballot, the incumbent officers' slate managed to get only 26% of the vote. An independent slate finished with about 7% of the vote.

The Carey slate consisted of a strong coalition of Local 667 leaders that included TDU members and members from opposing political groups who came together to support Carey.

"This was a diversified group of candidates who have different political backgrounds. They have rarely supported the same candidates in the past, and in fact have often opposed each other in who they supported in local elections," said Darrell Clements, a UPS feeder driver who served as the slate's campaign manager.

"But despite their differences, they all found common ground on which they agreed—that change in the Teamsters union at the International level was needed for our union to survive," Clements added.

For all practical purposes, the delegate election could have been called after Ron Carey spoke to the Local 667 membership on Feb. 10, just four days before ballots were mailed to voters. The nearly 400 members who crowded the union hall to hear Carey speak took his message to the rest of the membership and helped reap the landslide victory.

"I am not a TDU member," said J.W. Gipson, a Yellow Freight city driver, "but we got a lot of help from the Memphis TDU members and I was

honored to be part of the slate and to work with TDU."

Southern Conference

The Memphis delegates plan to bring back a full report from the IBT Convention to let Local 667 members know how their delegates voted, what motions passed and all other information that will be of interest to Memphis Teamsters.

3-1 Margin in Knoxville

In Knoxville Local 519, the Rank and File slate won both of the local's delegate spots, beating the local president and secretary-treasurer by an average of better than 3-1.

TDUer Jim Crawford, a local trustee, was the top vote-getter with Henry Pickett, the local vice president, coming in right behind. Mike Smith and Jim Gates won the two alternate spots. The delegate election results set the stage for local officer elections, which will be held at the end of this year.

Members on Track in Chattanooga

Reformers in Chattanooga Local 515 took another big step toward getting their local back on track. Delegates supporting Ron Carey narrowly missed beating the incumbent officers, losing only because a third slate split the reform vote. Bobby Logan, the local president, will go to Orlando as a delegate even though a majority of voters opposed him. Logan's slate received a total of 836 votes, compared with 930 combined votes for the two slates running against him.

Delegate Victories Mount in Minnesota

Gillian Furst
Local 1145, Honeywell
Minneapolis

The campaign for Teamster reform has made dramatic strides in Minnesota in the past three months. Candidates supporting Ron Carey have triumphed in four out of five contested delegate elections held here since January.

The upset victories underscore the deep desire by the rank and file for a change in priorities, and the potential for electing Carey IBT president in December.

"Once the members of our union see there are new options available, new avenues, they are very receptive to them," said Bill Urman, secretary-treasurer of Teamster Local 792 and co-chair of the Minnesota Carey campaign.

Urman's reform slate unseated the incumbents in a local election in December, and the same forces swept to victory in the February delegate elections. TDUs Urman and Jim Gehres were elected delegates, and Mike Dolan was elected an alternate. "Reform Teamsters win another one," read the local newspaper headline. The good news kept rolling in during March.

The Twin Cities-based *Star Tribune* reported on March 14, "Reform-minded Teamsters finished on a strong note Wednesday in the seven-week battle over who will represent Minnesota at the union's history-making national convention in Florida this June.

"Candidates sympathetic to Ron Carey, a Teamster maverick from New York who is running for the union's top office, swept all five delegate slots at Local 638, a big drivers' local in Minneapolis.

"With Minnesota's delegation apparently complete, Carey won 15

delegates while 43 of the state's 58 delegates are uncommitted or opposed to him. ... In the five locals in which Carey candidates challenged incumbents, they swept two, won a majority of delegate slots in two and lost one. ... At the moment, Minnesota has the nation's second-biggest Carey delegation, trailing only Washington state."

Mark Dray, a UPSer elected as a reform delegate from Local 638, said the reform victories show that the membership wants rank and file representation at the convention. "They feel the incumbents haven't done anything for them," said Dray. "It's picking up steam all over the country."

The other winning pro-Carey delegates from 638 are Gary Martinson, Robin Kohl, Mike Barta and Mike Dullea. The reformers also won both alternate seats—Mike Dennis and Fred Matzer.

Another victory for reformers occurred in Local 2747, which represents flight attendants at Northwest Airlines. "NWA union challengers win 2 out of 3 positions," read the headline in the St. Paul *Pioneer Press*. Scott Woll and Anna Rasmussen of "Flight Attendants for Teamster Reform and Democracy" won two of the delegate slots in a close election.

In Local 1145, reported in *Convoy Dispatch* last month, a reform slate ran six delegates candidates and three alternates, and captured all of them. The slate did not run for two delegate slots and one alternate position, so the incumbents won those, but came in seventh and eighth in the voting.

In Twin Cities Local 120, the incumbents won, but rank and file reformers ran an aggressive campaign and carried 39% of the vote, the highest percentage registered by opposition candidates within the local in years. That, in itself, was a significant victory.



See You in Orlando!

The Rank and File for Ron Carey slate swept all four delegate and six alternate spots in the Memphis Local 667 delegate election. The slate was a coalition within the local, including TDUs and other active members. Pictured: (front row, l. to r.) Paul Gray, Mark Dees; (second row) Rodney Williams, Roy Stewart (center), Bill Stinson; (back row) J.W. Gipson, Mike Brewer, Willie Brooks, J.C. Thomas, Aaron Belk. Not pictured: Darrell Clements, campaign manager.

DELEGATE, ELECTION NEWS

The Miracle of Democracy

Top Officials Fail to Become Delegates

Numerous top Teamster officials have failed to become delegates to the June IBT Convention, either because they did not dare stand for election or they lost the election in their local unions. This is in sharp contrast with previous conventions, where top officials and their appointees were automatically delegates.

Also, with no ethical practices mechanism, people who had taken employer payoffs, or embezzled union funds, could have been delegates. Some of them have been eliminated this time.

Not only were local officials automatic delegates (the number depending on the size of the local) but also nearly 200 appointees could have been automatic delegates, such as International auditors, representatives, organizers, VPs and appointees from each joint council, conference, etc. Not any more.

Here are some top IBT officials who will not be delegates in Orlando, Fla.

William McCarthy. He chose not to run in Boston Local 25. A wise choice, as his McCarthy Rank & File slate won only one of nine spots, losing eight delegates and all three alternates to two reform slates. McCarthy's BA Frank Hackett remains on the Durham-Mathis slate.

Weldon Mathis. He chose not to run in Georgia Local 728. Wise decision, as the Team Effort slate lost all nine delegates and three alternates to the Teamsters for Democracy slate, which backs the Ron Carey leadership team.

Ed Lawson. This member of the Durham-Mathis slate once again lost in Vancouver, B.C., Local 213, finishing 14th. No local will accept him, and in fact his International TITAN

machine is in his home.

Walter Shea. This International VP has never worked as a Teamster, never attended a union meeting and never run for anything. He won't be a delegate. But he wants to be General President of your union.

Luther Watson. A millionaire, the president of Nashville Local 480 and Joint Council 87 and an International Rep. He lost the delegate race by more than 2-1 as the Carey slate swept the four delegates and three alternates.

My Three Sons. Weldon Lamar Mathis Jr., Tony Mathis and Mike Mathis. All three have appointed International jobs from Dad. They would have been automatic delegates, but not this time. They wisely decided not to stand for election.

R.V. Durham Jr. R.V. Sr.'s son lost 2-1 in Charlotte, N.C., Local 71, where the Rank and File Teamsters for Reform slate swept four delegates and one alternate.

Archie Murietta. Freight director, Western Conference. Lost to the Ron Carey slate sweep in Los Angeles Local 208.

Tony Lock. National warehouse director and assistant to Arnie Weinmeister, who is the highest paid union official in the world. Recently lost election for trustee in Arizona Local 104 to a reformer, and did not run for delegate.

Tony Cannestro. Another \$100,000 Club member, from Miami Local 769. Lost delegate race in sweep by the Carey slate. **Joe Morgan Jr.,** head of the Georgia-Florida Conference, did not run in this same election. **Joe Morgan Sr.** retired two months ago before being charged, and is one of seven top officials who were paid more than

\$200,000 in 1989 who will not be delegates in June.

Giolelmo "Sonny" Musso. New Jersey official proudly listed in the Durham-Mathis newsletter as their endorser, but they failed to check that he had already been removed for life from the Teamsters union after being hit with several charges by Carberry.

Don Fitzsimmons. Son of Frank, an "International auditor," thus previously could have been automatic delegate. Same for Bobby Holmes Jr. They did not run.

George Vitale and Teddy Cozza. Both are International VPs and backers of Durham-Mathis. They've been kicked out of the Teamsters union for corruption by Judge Lacey, and both await an affirmation of the decision by Judge Edelstein. They won't be in Orlando as delegates.

Two other would-be International VPs, **Jack Yager** (whose appointment was blocked by Judge Lacey) and **Gairald Kiser**, who resigned soon after his appointment as a VP last year, won't be delegates either.

Durham Stifles Inquiry Into McCarthy's Printing Scam

R.V. Durham cast the deciding vote to block an inquiry into the bogus printing contract which diverted the printing of the Teamster magazine to McCarthy's daughter and son-in-law. As reported last month in *Convoy Dispatch*, Judge Frederick Lacey issued a scathing report regarding the awarding of the \$3.6 million per year printing contract to McCarthy's family, which had no experience, equipment or capital.

Weldon Mathis last month called for a special meeting of the General Executive Board to appoint a panel to investigate the scam and take any appropriate action. However, that motion was shot down in a 7-7 polling of the GEB. Voting to block the inquiry were McCarthy, Durham, Frank Hackett, George Vitale (himself recently found guilty by Lacey of embez-

zling union funds and employer payoffs), Teddy Cozza (recently found guilty of organized crime connections), Arnie Weinmeister and Mike Riley.

Durham has stated he supports "ethical practices" and "New Directions" for our union, but apparently not quite this close to home. Durham is no doubt concerned that, if McCarthy gets removed from office, Mathis will take over for the remainder of the term. Durham is not eligible to be appointed General President under the IBT Constitution because he was not a VP at the time of the last convention in 1986.

Mathis, who for two years has signed the checks to McCarthy's family although the connection was well publicized, seems to have seen a chance to make his move.

Out of Mathis' Own Mouth

"I am opposed to the membership vote for the officers of this International union. I really am not concerned with whether you agree with me or not. I'm telling my position. I believe the present system that this International union has had is the best system there is."

"Now I expect to read tomorrow or next week in TDU, that Weldon Mathis is opposed to the members voting for the officers of this International union, and that doesn't bother me, either. What does bother me is the prospect of our members (voting), without knowing who is qualified to do a job at the national level."

—Weldon Mathis
Eastern Conference Convention
Aug. 20, 1990

Now that statement, from the official transcript, could not be more clear. Mathis is totally against our Right to Vote, because he thinks we're too dumb to know who is qualified.

He also forgets to mention the record of the present system: Fitzsimmons, Williams, Presser, Mathis, Mc-

Carthy, and a host of racketeers at the top, all put in power by what he calls "the best system there is."

Now the question for us is ... why would we want to vote for a man who tells us he will work to take away our Right to Vote? If we do that, maybe Mathis is right to call us stupid!

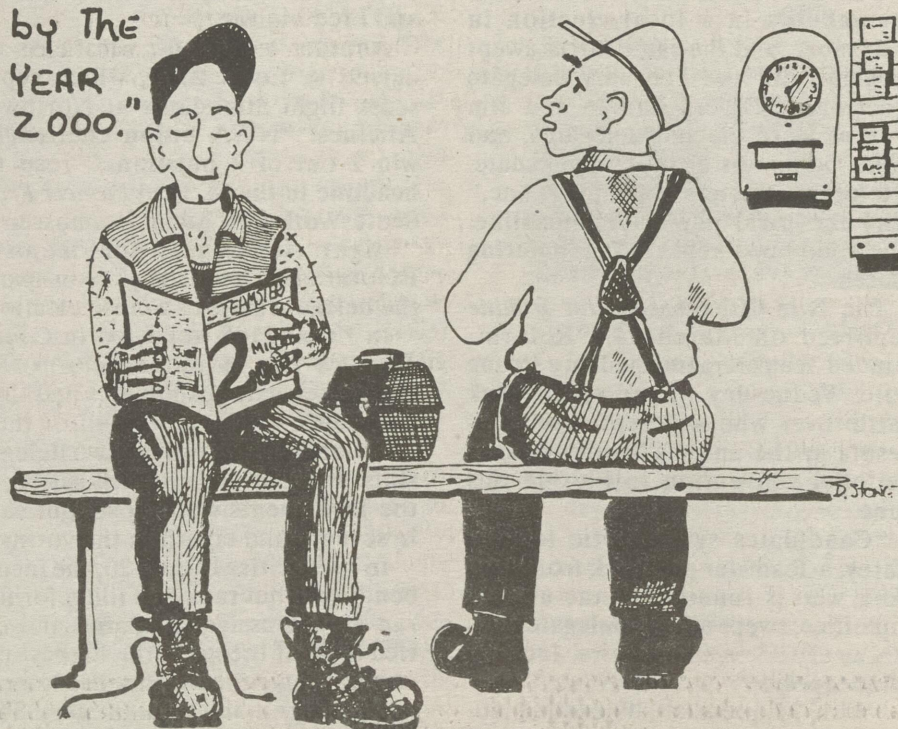
Durham Lies About It

R.V. Durham, Mathis' running mate, has denied that the above statement was made. In a campaign letter to members in Houston, he stated he read the transcript and Mathis never said such a thing. He says he and Mathis are 100% for the Right to Vote. He denies that some \$12 million has been spent to hire Wall Street lawyers to fight every aspect of the election, with Mathis signing every check.

Now all these actions are matters of record in court, filed as exhibits to Judge Edelstein in February. But that won't stop the lies, which will continue until the December election.

"It says here in the TEAMSTER MAGAZINE The G.E.B. is going for 2 MILLION by the YEAR 2000."

"I thought they MADE that much NOW!"



Carey Running Strong Among Rank and File

Durham-Mathis Respond With Lies

The General Executive Board slate, called the Durham-Mathis "Unity Team," has put out a piece of literature and shipped bulk quantities to every local union hall in the IBT, attacking Ron Carey. It is packed with lies and distortions, and follows the bad tradition of counting on their vast resources to spread lies, compared to the rank and file's limited resources to counter them.

Interestingly, very few local officials are distributing the Durham-Mathis material against Ron Carey because they are pretending to be "uncommitted" and hiding their ties to the Durham-Mathis slate. Instead, many officials are copying separately the anti-Carey materials and passing it out, often unsigned. The material contains the following statements, each a lie or distortion.

Durham-Mathis claim: "Carey tolerated corruption."

Fact: The secretary-treasurer of Local 804 was indicted for taking a \$2,000 kickback from an investment broker. Immediately, Ron Carey pressured him to resign. He did not come to his defense. Carey willingly testified at the trial and cleaned up the problem promptly. In short, he did what a union leader should do.

Compare this to Durham-Mathis.

Holland Orders Rerun Election In Oklahoma City Local 886

Teamsters in Oklahoma City Local 886 will get another chance to decide who should be their delegates to the IBT Convention. A decision by Election Officer Michael Holland on Feb. 22 voided the results of the first election and ordered a rerun.

Ballots for the new election will be mailed April 5 to all members' homes, and counted April 23.

The election protest was filed by members of the Terry Raulston slate, which challenged the incumbent Charlie Thompson slate. Independent candidates also ran in the election. Thompson is president of Local 886 and has various conference and International positions. He received total union compensation of \$166,760 in 1989, according to LM-2 reports filed with the Department of Labor.

The Thompson slate won five of six delegate spots and one of two alternates, but the election was very close. Only two votes separated the winning candidate with the lowest number of votes and the losing candidate with the highest number of votes.

The name of one of the candidates on the Raulston slate, Earl China, had been misspelled on the ballot as Earl "Chinn." The local argued that since China had run in a previous officers' election, he was well known to the membership and the misspelling caused no harm. Holland disagreed, concluding, "... the misspelling on the ballot of Earl China's name clearly may have affected the outcome of the election."

The misspelling was not the only

They signed checks to Harold Friedman, after he was convicted of racketeering and embezzlement, for \$345,132 in 1989 alone, from your dues money. Mathis signed the checks as IBT secretary-treasurer, Durham was then a trustee who approved them. Mathis and Durham backed Presser, Williams and other organized crime figures in the IBT, which led to the federal government coming into our union. Carey has never been charged or even investigated, but is known for his honesty and integrity.

Durham-Mathis claim: "Carey's pension plan has an average benefit of under \$500."

Fact: They "forgot" to tell you that the pension plan chaired by Ron Carey has a higher average benefit than the Central States plan (average benefit \$498), the Western Conference plan (average benefit \$361) or the New England plan (average benefit \$404). These are the three largest IBT plans and are controlled by members of the Durham-Mathis slate.

Durham-Mathis claim: "Retirees in Carey's local do not have health coverage."

Fact: This is a lie. They do have coverage, for \$55 per month cost.

Durham-Mathis claim: "Ron Carey agreed in the present UPS contract to

a \$6 hour rate."

Fact: Another lie. The UPS contract is a national contract, negotiated by the Durham-Mathis slate who control the IBT, not by Ron Carey. They bungled it badly last year. Carey opposed the the contract, and members of his local voted 90% against it, the highest percentage of any local. Durham's Local 391 approved the substandard UPS contract. Carey attempted to bargain for a local supplement but the employer deadlocked every issue to the International (i.e. to McCarthy-Durham-Mathis) where the corporation got what it wanted.

Durham-Mathis claim: "Ron Carey gets multiple salaries, because he was paid an expense allowance of \$11,700 in 1989."

Fact: The Durham-Mathis slate are confused here. Ron Carey gets one (1) salary and one (1) expense allowance, and they add up to \$63,235 total. The Durham-Mathis slate of 18 persons have 53 salaries and 63 pensions, and a total salary of more than \$4 million. Mathis himself managed to get by on just \$427,921 in 1989, but he has three (3) sons on the IBT payroll also; after they got voted out of office by the members in Georgia.

Conclusion

The Durham-Mathis slate, consisting of the present IBT leaders, cannot run on their record. So they have adopted a twofold strategy. First, they are pretending to be "reformers" who want "New Directions." Well, what are they waiting for? They are running the IBT right now, and have been run-

ning it for years. Negotiating the freight contract, running the organizing department, paying the multiple salaries, and hiring their relatives.

Second, they are spreading lies about the new reform leadership coming forward. Ron Carey, and others who will step forward as part of the new reform slate.

Of course, Ron Carey is not perfect. His contracts, his pension plan, his leadership are not from heaven, but from here on earth. The point is that he represents a new direction and a new leadership, not based on personal enrichment of himself and his family, but on carrying the Teamsters union forward into the next century.

The Durham-Mathis slate on the other hand represent the past. They are the leaders who have led our union downhill, into corruption, into two-tier contracts, and caused the government to step into our own affairs.

In December, members will, for the first time ever, have a choice: the past or the future.

Florida Sweep!

Congratulations to the the Rank and File for Ron Carey slate, which swept by greater than 2-1 all three delegates and one alternate in the Jacksonville, Fla., Local 512 delegate election. At least 13 of the state's 24 delegates are now committed to Ron Carey and the reform platform.

Georgia Local 728 Reformers Sweep To Victory

Year After Local Election Victory, Reformers Sweep Delegate Race

Candidates of the Teamsters for Democracy slate swept all nine delegates and five alternates by more than a 2-1 margin in the Local 728 delegate election March 15. The TFD slate, which also swept the local officers election last June, defeated the Team Effort slate, a coalition of supporters of the former incumbents in the 1990 local election. Neither the Mathises nor Jerry King ran for delegate.

TFD leaders and supporters claim the delegate election not only showed strong support for Ron Carey and change at the International, but also proved to be a vote of confidence in the policies and performance of the new local leadership. The TFD slate included Don Scott, Local 728 president, and Doug Mims, vice president.

"This wasn't just a victory for the delegates running, it was also a victory for hundreds of supporters throughout the state of Georgia who spent their own time and money to campaign for delegates who will stand for them at the convention," said Mims, a candidate for Southern Conference VP on the Ron Carey slate. "It's people like Shayne Hammond

and Don Carr in Southern Georgia who deserve the credit, just to mention a few who worked so hard, because they believe in solidarity and democratic unionism.

"It's those kinds of folks who are building the future of this union. There are tens of thousands more out there. With members like these that are willing to work hard for their union, the Teamsters will end up much stronger no matter what happens at the convention," Mims said.

The TFD victory in Atlanta capped a string of victories in the Southern Conference. From Miami to Memphis to San Antonio, Southern Conference Teamsters have elected delegates pledged to reform.

"We think this election showed a real vote for democracy," said David Garmon, an ABF dock worker elected as an alternate. "This election gave us a mandate for changing the International Constitution and nominating Ron Carey. Our local will be reporting back on our votes at the convention and will be watching how all the delegates vote. I'm just proud to say that I've had a chance to participate in making history in our union."

TANK LINE, INDUSTRIAL NEWS

Chemical Leaman Drivers Pass Strike Vote

Matlack Teamsters Reject 'Final Offer'

Don Stone
TDO organizer
Detroit

Matlack Teamsters rejected a "final" contract offer and Chemical Leaman Teamsters took and passed a strike vote, prior to getting their proposal, the weekend of March 9-10. The contract for both tank lines expired on Feb. 28 and has been extended by mutual agreement.

"I've never seen solidarity like this before, ever. I was so proud of our members!" said Chemical Leaman driver Big John McClain of Houston Local 988. Big John was referring to the 75-3 vote to strike by his fellow Chemical Leaman Teamsters and the 34-0 vote by Matlack drivers in his local to reject the contract proposal and authorize a strike.

The Matlack proposal neglected the real issues concerning the drivers and contained a very modest monetary offer of 50¢-25¢-25¢ hourly increases and 1¢-1/2¢-1/2¢ mileage rate increases for both single and two-man sleeper operations, a \$500 signing bonus, and a big concession in health care benefits from Central States' C-6 plan to a company plan.

Matlack's proposal also met with a resounding NO vote in other locals: 28-0 in Lake Charles, La., Local 969, and 69-3 in New Orleans Local 270.

Rank and File Organizing

At the union meetings, members handed out flyers protesting the way chief union negotiator Mitchel Ledet had kept the members in the dark about the content of the Matlack proposal, and about the short five-day notice they were given of the ratification meeting. A big concern was that many drivers would be dispatched and

this would undercut solidarity and majority rule.

Matlack driver Allen Hall expressed these concerns first by phone to Local 270 business agent Robert Louis, and then by a faxed letter to Ledet. Louis refused Hall's request to review the proposal before the ratification meeting and Hall was told he would have to wait until then for any details. Louis also told Hall that an agreement had been made with the company that all drivers would be able to attend the meeting. Hall's concerns were not unfounded, as Matlack took the opportunity to dispatch him out of town before the meeting!

But other concerned members took quick action and circulated at union halls in Louisiana and Texas a flyer with Hall's letter to Ledet and bold letters declaring, "Is This the Way to a Fair Contract? Let's Send It Back if It Ain't Right!"

Next Round of Proposals

Members at Matlack and Chemical Leaman in Texas and Louisiana have taken the initiative to communicate with each other and organize for a better contract. They are gearing up now for the next proposal at Matlack and a first offer at Chemical Leaman.

"My fear now is that Ledet and the company will bring back the same proposal without the decrease in the health care package and not address issues such as tour of duty, pay for loading and unloading, layover pay, meal allowances, lost COLA, and others," said Hall. "We work like slaves and are on the road for weeks under the current agreement and our personal and family lives suffer because of it."

"Matlack's proposal was a sample

of what we can expect at Chemical Leaman," said James Graef, a Local 988 driver out of Freeport, Texas. "We got real problems here in Southern tank that are being ignored. We've got lease drivers getting all our work (at Chemical) and they are allowed to vote on our contract, a contract that they are not obligated to. They're not members of our union. The company does as it pleases when it comes to the lease drivers and Ledet and the president of our local, Richard Hammond, let them get away with it."

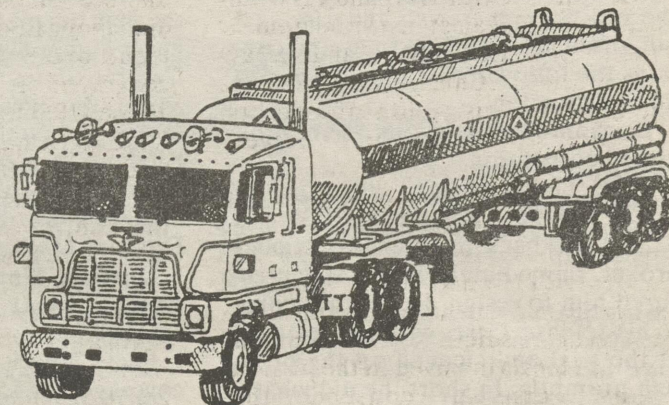
Jeff Giaque, a Local 270 Chemical Leaman driver explained, "Three years ago at the ratification meeting, terminal managers at Chemical Leaman told lease drivers to go vote because if they didn't the union drivers would turn down the contract and they would lose their backhaul work. One lease driver got up at the meeting and confessed that he felt uncomfortable voting on a contract in which the wages and language didn't affect him. He was curtly dismissed by our union and told to sit down."

"Members can expect more of the same with the next proposal," warned Allen Hall. "Don't be fooled by the

\$500 signing bonus and the so-called 'Incentive Performance Program.' This is just bait and will have no real effect on our base pay and does nothing to strengthen our contract."

Need to Restore Area Agreement

Tank line drivers in the South are getting organized in spite of opposition from both the company and their union leadership. Standing together and taking positive steps toward grassroots organizing is the only way out of



their slavery. They realize this contract campaign is part of overall changes going on in our union, and they look to eventually restore an area tank line agreement.

If anyone doubts this, all they need to do is ask Big John. "I've been around a long time and I ain't never seen so many Hands finally standing tall together. If it ain't right, send it back, Bubba!"

Gary Local 142, Dietrich Industries

Plant Workers in Contract Battle

Members of IBT Local 142 in Gary, Ind., are in the middle of a tough contract battle with Dietrich Industries Inc., a drywall and structural steel manufacturer with some 29 plants from Texas to Maryland to Florida. All but two of the plants are unionized, some organized by the Machinists union and others by the IBT, but there is no master agreement covering the plants.

At the Hammond, Ind., facility, Dietrich opened a separate plant in late 1988 right inside the existing facility. The company then got Local 142 to agree to put the new plant, Plant 14, under a separate contract even though the existing Plant 7 already had a contract. The new agreement was not voted on by anybody but was approved by the local, and workers laid off from Plant 7 were forced to work at the new plant at the lower wage scale. Both contracts are nearly identical except for job classifications and wage rates: Plant 7 averages \$11 per hour; the new Plant 14 averages \$7.50 per hour.

With the contract at Plant 7 coming due in February, workers in Plant 7 circulated a petition in January demanding that the union hold a con-

tract meeting with both plants at the same time. The local refused. So 150 rank and file members from both plants held a meeting in early February to discuss the issues and to try to unify union members of both plants in the event of a strike at Plant 7.

Negotiations began Feb. 26, two days before the expiration date, with the company offering a small raise and other minor changes. The issue of bringing both plants under the same contract apparently was not discussed. The membership is asking for better pay increases and pension improvements, but the main issue here is that the employees at both plants want to be under the same contract with the same expiration date.

As we go to press, the contract has been extended for two weeks, after it was apparent that it was about to be rejected by the Plant 7 employees. Plant 14's contract comes up in November 1992.

Even if an agreement is accepted by the Plant 7 members, they plan to contact union members at the other Dietrich plants around the country to find out what wages and conditions are like elsewhere and to coordinate activities and strategy for the future.



It's OUR Convention!

For the first time, Teamsters have had the opportunity to elect our delegates to the Teamster Convention, June 24-28 in Orlando, Fla. Rank and file members are winning back our union.

This convention will be historic. Contact your local union for information on attending. If they cannot or will not help, contact TDU.

Remember, this is your convention, and you're invited.

UNITED PARCEL SERVICE

Jurisdictional Dispute Troubles UPSers

Local 710 UPSers outside the Chicago metro area are concerned about a General Executive Board decision to transfer them out of Local 710 and into local unions closer to their centers. Their chief concern about this jurisdictional move is their status in the Local 710 pension fund, whose benefits in most cases are better than those of the Central States Pension Fund. Fueling their pension concerns are statements by Local 710 officials that the local will not accept pension contributions on behalf of UPSers transferred into other locals.

Chicago Local 710 negotiates its own contract with UPS and now represents UPS Teamsters throughout Illinois, in parts of Indiana, and in Davenport, Iowa. (Chicago Local 705 has metrowide jurisdiction of washers, sorters, preloaders and delivery drivers.)

Local 710

The IBT Constitution gives the GEB the authority to decide the UPSers' local jurisdiction. The Illinois and Indiana locals involved in the jurisdictional dispute contend that geographic jurisdiction should prevail and that UPSers would be better represented by locals based closer to their UPS facilities. But there is widespread apprehension among the members that such a change and eventually a move into the Master Agreement and Central States Supplement would make representation even weaker and change work rules.

"We have more power in Local 710 than in the smaller outlying locals," explained feeder driver Lisa Hopper of Davenport. "The work rules we have in 710 will likely be changed or eliminated by going to the small locals." Members are concerned about the lack of experience many of these locals have in dealing with "Big Brown."

History of Dispute

Jimmy Hoffa established Local 710's UPS jurisdiction in 1956 and it expanded as UPS operations expanded. The current jurisdictional dispute surfaced in 1983 when Indianapolis Local 135 asserted jurisdiction over members within its geographical jurisdiction in Indiana. Those UPSers stayed in the Local 710 UPS Agreement until the next contract negotiations, when they became covered by the Master Agreement and the Central Conference Supplement. The Local 135 UPSers have remained in the Local 710 pension fund.

The jurisdictional dispute arose again after William McCarthy became president. A hearing was held on Feb. 21, 1990, and on Feb. 7, 1991, General Secretary-Treasurer Weldon Mathis informed the locals that "the General Executive Board, at its meeting held Jan. 30, 1991, voted that the Local 710 UPS members be transferred into the appropriate Local Union in whose geographic jurisdiction those employees are currently working."

"The Presidents of Joint Councils 65, 69 and 25 shall submit a report, by

February 28, 1991, to the General President on the procedure or agreements reached to protect the affected members' pension benefits."

When the possibility of this change first surfaced, Local 710 members organized a Committee to Save our Benefits, and set up accounts in a majority of the outlying centers. A large sum of money has been raised to date, and the committee is prepared to retain TDU attorney Tom Geoghegan in the event that legal action is necessary to protect members' pensions.

Politics in Delegate Election

The issue also was used by Local 710 President Bill Joyce during the delegate elections. Local 710 UPSer Tim Casey said, "Stewards and BAS insinuated that a vote for the New Eagle slate would result in a transfer out of the local. It was a politically motivated action. Now they're fighting to keep them. If this transfer hap-

Washington State

Drivers File Suit on Unpaid Time

Connie McArthur
Local 174, feeder driver
Seattle

Two current and one ex-package car driver from Washington state have filed a class-action complaint against UPS for not being paid for all hours worked.

Judy Personette, Steve Kalinoski and Steven Pickens filed the complaint in November in Washington Superior Court, alleging, "UPS has not paid wages for time worked before and after the official hours of work. UPS has wrongfully excluded from hours worked one hour lunch breaks which were not taken by the employees."

The plaintiffs are filing for all individuals who have been employed by UPS as full-time package drivers in Washington within three years prior to the complaint.

The complaint states, "A class action is also desirable because UPS has created an atmosphere in which its employees fear retaliation and employees are afraid of pursuing their rights, individually."

The complaint also charges UPS with failure to "keep true and accurate records of time worked and has falsified time worked records. ..."

Compensatory and exemplary damages are being sought, along with court costs, attorney fees and an injunction prohibiting UPS from future violations. The case started in February 1990 when Personette quit the company. In a declaration filed with the U.S. District Court on Jan. 14, 1991, Personette stated, "I quit because I could not handle the overload, and was unable to take even a lunch break. UPS supervisors knew that I was not getting my lunch break, but nevertheless approved one hour daily deductions for lunch. I filed a claim for unemployment compensation, which was initially denied because the

pens, they will be taking away 3,500 members from the 5,000 UPSers in Local 710. To separate that large of a block of UPSers from each other would not help anybody but UPS."

Election protests were filed and are currently being investigated by Election Officer Michael Holland. The reform slate got an impressive 43% of the vote, though they didn't win any delegate spots.

Joyce recently began a new petition drive, apparently trying to keep the GEB from actually following through with the move. Rank and file members, meanwhile, have been sending postcards to McCarthy telling the GEB that they are against the transfer of jurisdiction.

Rumors have been flying as to when the transfer of local jurisdictional will occur. Lately, officials from outlying locals have told members that nobody will be transferred until after the IBT Convention.

company (UPS) stated in response to my claim that I had left 'without cause.' This was the subject of a hearing, and it was determined that I had left 'with cause.'

"The then-manager of the Burlington Center, Ned O'Conor, testified that the lunch hour was deducted daily whether or not I took the break, and in response to a specific question by the examiner whether he knew I worked after hours to do paperwork, admitted he was aware of it at the time. UPS appealed the examiner's decision, but the decision was affirmed on appeal."

Kalinoski stated in his Jan. 14, 1991, declaration that he, too, had not been properly compensated for time worked. "There have been times when I did not take my lunch, and I did not write a lunch break on my time card. My (then) supervisor, Ronnel McGraw, told me I had to write down a one-hour lunch break even though I had not taken it. When I complained to another supervisor (on a different occasion), Al Martinez, he responded that I could walk out the door if I didn't like not getting my lunch. Margaret Whitson (one of my supervisors) has repeatedly stated in my presence that package truck drivers 'do not get a lunch, they have to earn it.'"

After the plaintiffs filed in Washington Superior Court, UPS counter-filed to have the case moved to the federal level. At this time, both parties are awaiting a ruling from the federal judge to determine whether federal labor law prevents unionized workers from filing suit to enforce state overtime laws.

Article reprinted from *West Coast Packages*. The editors are UPS Teamsters who need your support. Send a \$5 check to WCP 3309 W. Elmore, Seattle, Wash. 98199, for a year's subscription sent first-class mail.

Have You Ordered Your Buster Brown Handbook To the UPS/IBT 1990-93 Agreement Yet?

Since November 1990, Project Unity has been developing a handbook for UPSers to use along with the new UPS/IBT agreement. These books consist of the new contract language (which we received with our mail ballots last July) and an easy-to-use table of contents for stewards, feeders, package car drivers and part-timers, along with a general table of contents and outline.

The Buster Brown Handbook is not the official 1990-93 UPS/IBT agreement. It is an unofficial guide to the new agreement.

So far the Buster Brown Handbook has been a success and a much needed document for UPSers, especially since the IBT has not circulated the official agreement. So don't wait. Order today.

Place Your Order Today for the Buster Brown Handbook

- ☐ Master Agreement and Central States Supplement - \$25
- ☐ Master Agreement and Southern Conference Supplement - \$25
- ☐ Master Agreement and Atlantic Area Supplement - \$25
- ☐ Master Agreement only - \$15
- ☐ Computer disc copy (on Macintosh, Micro Soft Word 4.0) of any supplement and Master Agreement - \$95

Western Conference Supplements will be completed in April.
Please allow two to three weeks for delivery.

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TDU, P.O. Box 10128, Detroit, Mich. 48210.

CARHAUL NEWS

Initial Proposals Loaded With Throwaways

Carhaul Employers in Dreamland

Once again the carhaul employers have proposed a load of takeaways that would cut wages, diminish our seniority rights, jeopardize safety and reduce job security. Most of these are designed as throwaways at the bargaining table, a smokescreen to hide their satisfaction with the current agreement. But we need improvements, not more concessions.

Ryder management claims to have us where they want us and Leaseway claims it's desperate, so we know they won't give up on concessions unless we say NO—and unless the members and officers of this union have an organization and a strategy to back it up.

The employer proposals are available to TDU members from our Detroit office and to others for a donation to cover costs. The major changes are summarized here.

Master Agreement

For years Article 2 has provided for the right to strike on local riders after a deadlock at the area committee. Walter Shea, as top carhaul negotiator, never used it, but in the past three years sanction has been granted. It was not used, however, because with a little clout negotiations got serious. Now the employers propose to eliminate this section and send deadlocks to a permanent panel of arbitrators they want to set up.

In Article 2, Section 8, the employers propose to take away our right to vote on changes in "wage rates, incentives, and other provisions," and to eliminate committee review of such changes.

In Article 6, they want the right to cut wages 15% in exchange for bogus ESOPs. They have snuck "light duty"

programs for workers comp into some terminals and now they want to write it into the contract. This should be forbidden. If they want to cut workers comp costs, let them pay for loading and unloading at a non-rush pace.

Here's a throwaway in Article 22: "Provide for employer's automatic capacity to utilize rail traffic consistent with wage rates specified in Supplement." There goes the right to vote.

As the conglomerates have grown and some transferability rights have been expanded, Article 5 on seniority has become more complicated. Management proposes "seniority transferability rights supersede additional help rights."

If clarification of our seniority rights is to be done, it should be negotiated and released early so members can understand and make suggestions about any proposed changes.

Eastern Conference Supplement

Management seems to be aiming to gut the Eastern Conference Supplement. It will be important to preserve and extend the superior conditions of the East rather than lower them.

They propose a total rewrite of Article 39 on drivers' rights on backhauls. It allows drivers to be sent from one foreign terminal to another in search of a load, losing free time every step of the way, and provides for ABC dispatches. It relieves management of many responsibilities to members and to the union that help ensure enforcement.

In the East, minor warning letters last three months and majors last six months, standards which should be extended nationally. Management wants

to delete layoff time from these limits. They want to expand the causes of discharge without warning.

They propose a flat \$3.98 per car for loading with no provision for delays, except for breakdown; forget about blizzards (or misbayed cars). However, they do propose "one (1) safety and/or damage prevention meeting per month, without pay, which shall not exceed two (2) hours."

They propose to eliminate premium pay, institute the Central/Southern filler load pay (we did warn you), "freeze all hourly rates" and require work before and after a holiday to get paid for the holiday. They also want us to pay for cargo damages. All mechanics will get to work Sunday for straight time, Saturday too.

Central/Southern Conference Supplement

The changes in the Central/Southern Conference reflect a similar attitude. They want to lower the seniority protection for newer employees.

Under Article 48, they want to eliminate all restriction on backhauls from terminals with layoffs and let management send drivers "to another

terminal for short periods of time."

Even if you've worked 60 hours in four days they would cut your health and welfare payment to 80%. And they want to cut down H&W coverage if you are off sick or on workers comp.

They want to write into the contract their illegal abandonment of restrictions on filler loads. As in the East, they propose changes on mileage determination that would lead to wholesale cuts. They copy the East on hourly wage freezes, flexible work weeks for all, and general reductions in their responsibilities to the employees.

They aim to establish new lows on discipline: "Failure to perform a work assignment as instructed will result in a discharge," and, "Verbal abuse is subject to discharge." They also want us to pay for damages.

For owner-operators, they're back with the idea to increase the cost of the base plate and to require bobtail insurance. They also want to eliminate any reference to the fuel surcharge.

At press time we have not received the Western and Driveaway proposals. They will be summarized in our next contract bulletin.

Employers Soliciting Our Opinions?

Isn't it sweet how management becomes so interested in our opinions once every three years. After telling us how tough things are, they then ask for suggestions. Ryder Systems recently issued Volume 2, Number 1 of its ACD newsletter, *Ryder News*. Volume 1 was three years ago. Ryder made slightly more money in 1990 than in '89, but predicts disaster unless we all work harder for less.

The March 13 *Wall Street Journal* announced a cut of 30 Ryder executive jobs centered mainly in the vehicle leasing division. But they did not solicit in their newsletter suggestions for additional cuts. In the March 11 *Transport Topics*, Ryder's chief officer Anthony Burns focused on Teamsters for further cost cutting "by holding the line on health care benefits and workers compensation costs."

At Leaseway, President Tony Kosak reports in a February letter that non-union wages will be frozen for the foreseeable future. He then assures Leaseway Teamsters he will ask for no greater sacrifice from them and warns, "We must seriously consider the running mile, ABC dispatch, and the high cost of health, welfare and pension contributions."

Kosak repeatedly thanks everyone for their response and suggestions and invites more. However, he doesn't cite any, so we're a bit skeptical. In an open letter, Albany, N.Y. Local 294 NuCar driver John Raffiani responded:

"Speaking of cost savings, Mr. Kosak, before the famous move to merge the Anchor Motor Freight drivers with NuCar Carriers here, the

Selkirk Anchor terminal was on its way to a \$2 million profit with 43 drivers. After the merger, despite a cut in pay and conditions for the drivers, the terminal lost almost as much as it had made.

"We have an alternative. Since we now have majority rule vote, give us a good contract to vote for. As far as the drivers go, we can join TDU to keep informed and in December '91 we can vote for the Ron Carey Slate. That way in 1994 we at least won't have to worry about another sell-out contract."

Good Start on Union Communications

Some developments suggest we may be breaking new ground at improved communications between negotiators and members in carhaul. This will be essential if the contract is to be negotiated during a time of economic recession and intense political activity within the union. We have a great deal of bargaining power, but working and laid-off members must be informed, motivated and mobilized to make use of that power.

The February carhaul meeting of Detroit Local 299 was addressed by Dave Uelman, a lawyer with a long involvement in carhaul negotiations and enforcement. Uelman told members the double-breasting language in the contract could not be made stronger. This correctly shifts the focus to enforcement and organizing. For two contracts we've been told improved contract language would do it so it's good to get a frank answer.

Uelman also said our rejections of the 1985 and '88 contracts had made the shippers skittish and encouraged double breasting. He predicted we

could see "the mother of all strikes" this year. This problem should now lead to a discussion of how to act with maximum impact on the carriers with a minimal disruption of traffic. On-the-job actions could be effective and should be discussed and prepared for with the members. Whether or not members agreed with all of Uelman's points, such open discussions should be encouraged around negotiations.

While the Teamster magazine for the most part remains a puff piece for the General Executive Board, recent carhaul articles have been more frank and informative. In January, Ernie Tusino, carhaul chairman, said, "... some locals are making agreements with employers that differ from what the national contract calls for. This must stop. We also have some employers who are making separate agreements with their employees. This, too, must stop."

In the February issue, it was good to see double breasting and the grievance procedure recognized as the main problems we face.

Hats Off!

Gerald T. Gieg
Local 327, CCI
Nashville, Tenn.

Thanks to the many Brothers and Sisters in carhaul who have resisted the temptation to go into the Saturn plant in Spring Hill, Tenn., for a good backhaul. Also to the ones who have resisted instructions from central dispatch or their home terminal.

QAT at this point only has 30 drivers working out of this plant, and they cannot possibly keep up with the traffic. I believe if the pressure gets too great, even General Motors will see the advantage of a Teamster carrier. The longer QAT survives, the less our chances become to keep carhaul Teamster. So hang in there. Our future depends on the sacrifices we make today.

GROCERY, BREWERY, LOCAL CONTRACT NEWS

Union to Count 2nd Mail Ballot March 22

Anheuser-Busch Teamsters Vote on 2nd Offer

Two completely opposite versions of unionism have emerged during the ongoing struggle for master and local contract agreements with Anheuser-Busch.

One, led by President Gene Giacumbo and the rank and file of

other local leaders, while attempting to disenfranchise and sap the fighting spirit of the members by deliberately misleading them about the union's options after a "No" vote.

Anheuser-Busch Teamsters in January rejected the tentative agree-

previous substandard agreement.

Again the union departed from its originally announced strategy of settling all supplements first before proceeding with national issues.

Laughton, the director of the Brewery and Soft Drink Workers Conference, excluded the rest of the bargaining committee from negotiations, preferring to enter into secret negotiations with the company away from the prying eyes of local leaders who were elected to represent the best interests of the rank and file. Not surprisingly, the company had its way with him.

Then began the sales job. Anheuser-Busch sent out a "personalized" form letter to its employees misrepresenting every fact except the date it was mailed on. Management blew so much smoke, as one leaflet circulating in the Los Angeles brewery noted, "The Kuwaiti oil fields must look like a Hawaiian sunset in comparison."

Laughton, acting as the company's junior partner in the sales job, now is trying his hand at fear tactics. He is telling the membership that a "No" vote means an automatic strike (shades of UPS 1990!). Knowing full well that a contract rejection authorizes him to call a strike if necessary while mandating him to return to the bargaining table, he is attempting to intimidate his own members into accepting a substandard agreement.

Rank and File Organize for Rejection

Meanwhile, the rank and file, led by Newark, N.J., Local 843, is again organizing for a rejection. Giacumbo, the local's principal officer, dispatched 50 local officers and members to every brewery in the nation. Armed with a recent favorable NLRB decision allowing them to campaign on company property, and dividing up into teams of four to six, each team spent a week at each brewery leafletting and discussing the contract with

their fellow brewery workers.

About 35,000 leaflets were distributed by the Local 843 members along with independently produced rank and file letters from Columbus, Ohio, and Southern California. "The Bevo Bull," an underground newsletter out of the St. Louis brewery, also harshly criticized the terms of the tentative agreement.

Ron Carey, reform candidate for IBT General President, interrupted his campaign schedule to personally involve himself in the brewery workers' fight. He joined Giacumbo and others in leafletting the L.A. and Fairfield, Calif., breweries as well as helping out at Local 843's home base in Newark.

With the contract vote due to be counted March 22, Anheuser-Busch workers are deciding whether they can accept a deal that pays them less than their counterparts at Miller Brewing,

Management blew so much smoke, as one leaflet circulating in the Los Angeles brewery noted, "The Kuwaiti oil fields must look like a Hawaiian sunset in comparison."

Local 843, actively informs and involves the rank and file in a fight for their futures and the integrity of their union. The other, led by chief union negotiator David Laughton, shrouds negotiations in secrecy, even from

ment reached between the company and the union. Since then the company and union have returned with another offer. This one, with the sole improvement of providing prescription cards for retirees, mirrors the

Teamsters at National Linen Approve 3-Year Contract

How did union negotiators Joe Morgan Jr. and Jerry Cook let down Teamsters at National Linen during their recent contract negotiations? Just let them count the ways:

- No protection against the company's complete control over commission routes and which routes shall be commission.
- No protection against product shortages that take a big bite out of drivers' commissions.
- No break-down pay for commission drivers.
- A pathetic wage package that lags far behind inflation: \$300 lump sums for commission and \$500 for hourly drivers the first year, and 20-cent hourly increases the second and third years.
- Restoration of health and welfare benefits they already had, but which had been cut on Jan. 1.
- An extra 1% for territory routes only, which Morgan admitted he "forgot" in the previous contract.

"There is no question in my mind that this is the best economic package overall that we have ever negotiated with National Linen," claimed Morgan, whose total union compensation in 1989 was \$140,260.

Members disagreed. They rejected the contract on Feb. 11, thanks to majority rule, which disturbed Morgan and Cook, who had become used to pushing contracts through under the two-thirds rule. They went back to work—on the membership, not the company—by threatening a strike "within 10 days" if the second offer wasn't approved. The contract was approved in early March, the only difference between the first and second proposals being a \$100 increase in maximum new-business sales commission per account.

Members of Georgia Local 728 unanimously rejected the first offer and rejected the second offer 23-3. In Tampa Local 79, the business agent told members she was embarrassed to

present the second offer.

"I made more eight years ago than I made this year, and that's not what the union's about," said Savannah driver Marion Calhoun. Savannah steward Marty Wright said Local 728 had no one on the negotiating committee and negotiators never came to Savannah and Albany to discuss the contract with the members. Other members of the negotiating team included Ralph Durham Jr.

A major weakness in the contract is that management can change a route from hourly to commission any time they choose. If a driver is making too much commission, they can shift the route to the hourly rate. Another method of controlling commissions is intentional product shortages.

"If a driver is shorted a certain product, management will run it out to the customer using a plant route number," explained Wright. "Then the driver doesn't get credit for it on his commission."

The system is rife with favoritism, as management sometimes builds up commission routes for certain drivers knowing they will spread the word about how great commission is. The new contract calls for a minimum guarantee of \$384 per week for commission drivers, based on a 40-hour week at the \$9.60 hourly rate. But when you consider their basic 50-hour week, that guarantee works out to \$7.68 straight time. Commission drivers never know from week to week what kind of a paycheck to expect.

"The best thing we had going for us on this contract was majority rule," said Wright. Now members realize they must begin to make contacts with other National Linen Teamsters throughout the Southeast. By developing a network, they look to have more control over their negotiations in the future. Meanwhile, they plan to use their right to vote against Cook, who is a candidate on the R.V. Durham-Weldon Mathis slate.



and subjects them to a humiliating, punitive drug-testing program, forced overtime, and subcontracting-out of driving jobs.

However this contract vote comes out, the rank and file will be able to choose which path of unionism they will follow before the end of 1991. For the millionaire top-dogs who now run our union, democracy must be a frightening prospect.

Grocery Bag

A&P Gives Head of Waldbaum's-Borman's the Boot.

When A&P bought the New York area chain Waldbaum's, Aaron Malinsky, the owner's son-in-law, was part of the deal. Malinsky was put in charge of the Borman's (Farmer Jack) chain in Detroit and of Waldbaum's. He's now been replaced.

Last year Malinsky differed with top A&P officials when he defended the company's hiring of Nickie Grancio, former New York Local 707 vice president. Grancio had recently refused to testify under oath before court-appointed Investigations Officer Charles Carberry.

4th Quarter Financial Reports.

Albertson's sales for the fourth quarter increased 8.9%, and net profits were up 22.6%, to \$73.9 million. Albertson's increased its sales by 10.7% in 1990 over 1989, and yearly net profits were up 18.9%, to \$233.8 million. Vons' sales in the fourth quarter increased 1.6%, for a net profit of \$29.7 million.

STEWARDS CORNER

Right to Information in the Grievance Process

Our local unions, business agents and stewards have access to a variety of information from the employer in the grievance process. The right to information is a basic right of the union that has been enforced by the National Labor Relations Board and court decisions, so it should not be overlooked. Information may be obtained to back up your grievance or arbitration case ranging from company memos to production records to personnel files.

The company's obligation to supply these records to the union is based upon the duty of both parties to bargain in good faith. According to labor attorney Robert Schwartz, as a steward, you may request information:

- When investigating a grievance.
- When preparing for a grievance meeting.
- When deciding whether to drop a grievance or move it up the ladder.
- When deciding whether to arbitrate a grievance.
- When preparing for an arbitration.

The kind of information you may request is wide open: Records on accidents, attendance, seniority, discipline, subcontracting and payroll are accessible. Job descriptions, equipment specs, supervisor's notes, photographs, training manuals, bargaining notes, time studies, and just about anything else that has a bearing on the grievance can be demanded from the company.

How to Request Information

So how do you go about requesting this kind of information? It's best to do it in writing and send the letter by certified mail, return receipt requested. If a steward is requesting the information, send a copy to the business agent as well. Below is a sample letter to request information on subcontracting.

To: Chuck Quicktalker, labor relations manager

From: Larry Fairdeal, steward

Re: Company's subcontracting of union work

Mr. Quicktalker:

In order to investigate whether or not a grievance exists on the company's use of subcontractors, I am requesting the following information for the period from 4-1-90 to 10-1-90.

1. A list of all subcontractors used by the company in that time period.
2. The dates when subcontractors were used in that period.
3. Copies of any and all contracts with subcontractors for that time period.
4. A description of each job performed by the subcontractors in that time period.

Please respond to my request within 14 days of the receipt of this letter.

Sincerely,

Larry Fairdeal
(date)

What happens if the company refuses to supply the information? The union can file an unfair labor practice charge against the company at the NLRB and compel the company to turn over the information. The union does not have to file a grievance on the company's refusal to turn over information prior to filing the unfair labor practice charge, but can go directly to the NLRB.

Deferral Does Not Apply

The NLRB's "deferral doctrine" in the past decade has forced many unfair labor practice charges to be deferred to the grievance procedure for decision, prior the NLRB actively looking at the case. And after the grievance is decided, all too often the NLRB still defers to the grievance decision, thus allowing union and company officials to decide a matter of federal labor law. Deferral, for example, is a major concern in many unfair labor practice charges involving unjust discharges.

However, since the union's right to information is directly related to the grievance procedure itself, the NLRB will not defer a charge that the company has not fulfilled its duty to bargain by supplying information to the union when requested.

What About Personnel Files?

In most states there are laws allowing employees to view their own personnel files. Also, under the union's right to information, the union can look at personnel files of individuals involved in a grievance or disciplinary action. Only medical records can be withheld, if the company has a privacy policy in place that is known to employees and the company has stuck to that policy.

It's worthwhile to see what records the company is keeping in personnel files, including past disciplinary actions, notes from supervisors, evalua-

tions, and more. It's very helpful to see all of this before going in for the grievance hearing, so the company doesn't spring any surprises on you.

A right to information not often used is the right of the union to bring in its own experts to gather time-study data, health and safety information, and other measurable data that is relevant to a particular grievance. The only requirement is that the expert's presence must not interfere with production.

What If My Local Won't Follow Through?

A question that often arises related to the union's right to information is, "What happens if my union officer or BA won't follow through with the request and back it up? I've requested the information, the company refused, and my BA says he won't go to the NLRB to force the company to turn it over."

There are a few options here. One is to file an unfair labor practice charge yourself (contact TDU for information on how to do this). In some regions, the NLRB will take the charge; in others, the NLRB will say it's up to the BA or the union officials to file the charge. A second tactic is to let everybody in your workplace know that you've requested the information, and the company refused but your BA won't do anything about it. In other words, educate the members on their rights and make it a political issue. Here's all this potential information that could help the members win the grievance but the BA won't do anything with it.

Much of the information in this article was taken from "The Legal Rights of Union Stewards," by Robert M. Schwartz. Copies are available for \$9.95 through the TDU national office in Detroit. If you have other questions about the right to information or other legal rights, contact TDU.

Eastern Mass./Rhode Island TDU

'John and Ted, We Salute You'

Dave Robbins
Local 504 secretary-treasurer
Boston

Sadly, the Eastern Mass./Rhode Island TDU chapter has lost two of our senior members. Earlier this winter, Johnny Loughman and Teddy Rudnitsky both passed away. We shared a lot with these union brothers. They were our teachers. They are sorely missed.

"You pass out your rag! I'll pass out mine!" The quote is from long-time Teamster and TDU activist Johnny Loughman. His words were directed at IBT General President William McCarthy. The year was 1975 and the place was the Local 25 union hall in Charlestown, Mass. McCarthy was chairing the regular membership meeting, and Johnny was passing out *The People's Voice*, a Boston-area rank-and-file labor paper. President Billy had yelled from the podium, "Get that rag out of here!" Unfazed, Johnny finished distributing his bundle, then sat down for the rest of the meeting.

This was one typical episode in the life of this 35-year veteran Teamster freight driver, who joined TDU in 1976 and was a founding member of the Boston TDU chapter. He drove for M&M, New England Motor Freight, Maislin Transport and a

myriad of other union trucking companies. Johnny was around in 1955 when McCarthy first became president of Local 25. He knew all the old-timers and could have made his way easier had he been "one of the boys." But that way was foreign to Johnny. He always spoke his mind and stood for his and others' rights. Johnny received his first pension check a week before he died at age 59.

Teddy Rudnitsky hailed from New York City. He drove fuel oil for the old Burns Brothers Co. as a member of Local 553. He drove cement mixers out of Local 282 and worked with the leaders of the group FORE (Fear of Reprisals Ends), who fought corruption in John Cody's Local 282 machine.

In 1979, Teddy moved to the Boston area and transferred into Local 25 while driving for Rohstein's Sugar. Upon his death Teddy was an active member of Local 504. Anyone who worked with Teddy Rudnitsky will tell you that the man was a true Teamster above all else. He was dependable, generous and solid as a rock.

Both Teddy Rudnitsky and Johnny Loughman leave behind a legacy of struggle and solidarity, their beloved families, and a multitude of union brothers and sisters. John and Ted, we salute you.

TDU'S HISTORY

Rank and File Rebellion: Teamsters for a Democratic Union by Dan LaBotz

TDU's history, told through the lives of men and women active in the struggle to restore our union to the members.

TDU discount price: \$17

Please send me _____ copies.

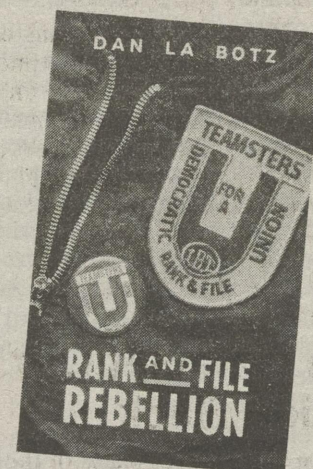
Name _____

Address _____

City _____

State _____ Zip _____

TDU, Box 10128, Detroit, Mich. 48210 (313) 842-2600



LETTERS FROM OUR MEMBERS

TDU's Done Good For Our Union

I belonged to the Teamsters for 40 years before I retired eight years ago. I believe this organization (TDU) has done more to correct some very bad things, with a few exceptions, than has been done in a very long time. I spent 15 of my years of membership as an officer and business agent.

Carl C. Bates
Local 962, retired
Ocean Park, Wash.

Importance of Pension Reform

As a second generation Teamster, I realize first hand the importance of Teamster pension reform. Growing up in a Teamster home, I can remember the strikes, change of operations, company closings and the periods of separation from my father. In general, I remember the stress and hardship of growing up in a family that was headed by a Teamster.

My father retired in 1986 as a 30-and-out Teamster. I never saw him as proud as the day (after a two-year battle with Central States over years of service) he told me he was officially retired.

His pride soon turned to apprehension when he realized his pension was grossly inadequate. After three months of trying to live on a meager pension and what savings he had acquired, my father was forced to take a full-time position as a maintenance man, which paid slightly more than minimum wage. Fourteen months after his retirement my father passed away. He was 59, and a Teamster for 37 of those years.

Today my mother receives approximately one-third of my father's pension. At 56 years of age, she had to take a minimal job outside her home to make ends meet.

In September of this year, my two sisters and I will have to purchase health insurance for my mother, whose Teamster insurance eligibility expires (five years from the time of my father's retirement). We'll have to provide her with a policy until she's eligible for Medicare.

I myself am a vested Teamster and I can only hope that by the time I retire, I'll be able to receive an adequate pension, not only for me, but for my family. Through TDU's efforts, and those of individual Teamsters, we will succeed.

Craig E. Martin
Local 554, UPS
Sioux City, Iowa

We Can Get Our Union Back

I am very impressed with the way TDU is organized and operated. As a member of Seattle Local 763 and an employee of Sea-Land Service for

22 years, it has taken a long time for me to realize what has and has not been going on in the Teamsters union, mostly because of complacency. Not any more. If we TDU members get the message out we can get our union back. Number one priority—get Ron Carey elected. Number two priority—30-and-out at any age.

Pete Lombardo
Local 763, Sea-Land Service
Seattle

Keep Yellow Freight in NMFA

I work for Yellow Freight System. Since the start of Yellow asking for a separate agreement, my main concern has been why our leadership, from the International down to our local union, has not communicated with us as members on what the company is saying or asking for. I feel that the bottom line from the IBT to Yellow employees should be that only one contract, the NMFA, will be negotiated with Yellow.

Carl H. Elvik Sr.
Local 439, Yellow Freight
Stockton, Calif.

Reform Efforts Bring Results

It is certainly gratifying to be witnessing the results of so many years of reform efforts. The recent victory of our Working Teamsters Slate in the Local 773 delegate elections has renewed our spirit and will allow rank and file members from the Le-High Valley to be heard at the Teamster convention. Our membership is awakening and learning to participate in union affairs, something they have been denied for so long.

Patrick Finelli
Local 773, Ashland Chemical Co.
Bethlehem, Pa.

Reformers Win In Local 322

I took office on Jan. 1 as a trustee of Local 322 in Richmond, Va. Our TDU slate almost cleaned house, however I was the only one who was elected. We lost the president position by 38 votes, vice president by four votes, and recording secretary by 27 votes.

Local 322 sends one delegate and one alternate to the IBT Convention in Orlando. We won both!

Robert Clark
Local 322 trustee
Richmond, Va.

Make Officers More Accountable

Make all office holders, from the local level to the International, more accountable to the members. Stop multiple pensions at all levels—only one pension no matter who you are

or what office you may hold. No officer's pension should be more than two times the amount of a road driver's pension. They should also have to meet the same requirements for a partial or full pension as the members do. In other words, if they want a full pension then they must have 30 years with no breaks in service.

Keep up the pressure on the IBT officials. You're doing a hell of a good job.

B.B. Thomas
Local 886, Roadway (retired)
El Reno, Okla.

Thank-You From Teamster's Family

Robert Ellerman, long-time Teamster and dedicated TDU member, was lost to us on Jan. 29, 1991. The greatest weight on his mind, even during his long illness, was the well being of the Teamster union and its members. He spoke most often of the upcoming convention and its importance to the future of the union.

His family and friends wish to express our sincere gratitude for the generous amount of cards, letters, calls and love we received during our recent loss. These things meant so much to him, as well as to us. Thank you.

Wanda Ellerman, family and friends
Locals 208 and 63
Whittier, Calif.

Retirees Need Health Coverage

The following is an open letter to Ronald J. Kubalanza, executive director of the Central States Pension Fund, and Central States union trustees M.M. Winstead, R.C. Sansone, R.J. Cook and H.D. Leu.

The Teamsters union should join the modern unions in America by providing health care for retired members and their spouses who are over 65 years of age.

A survey of several unions indicates all but the Teamsters union provide some type of coverage: the United Auto Workers, the Plumbers union, Hoisting Engineers, Communications Workers, and the Carpenters union, to mention a few that were contacted.

Many of the above-mentioned unions also provide retirees the right to vote for officers, a paid up life insurance policy, paid prescription drug plan, dental and eye care plan, and return of (Part B) medical insurance deducted from social security. The Teamsters union provides none of these things for retirees and spouses over 65 years of age.

It is reported that the Teamsters union has lost more than 600,000 members in the last 10 years. The officers in charge of the union should try to determine what their problems are. Poor treatment of retirees, to

write them off for health care at age 65—the very people that built the union, the people that initiated the pension and health and welfare plans—is a big mistake.

There is absolutely no excuse for not having a health care plan of some kind for these people. Perhaps with the goodwill and help from retirees, the (declining) membership trend of the Teamsters union could be reversed.

Please join us in stronger, more positive actions.

Retired Teamsters for Group Action
P.O. Box 16611, Raytown, Mo. 64133
R.D. Smith, chairman
John Roy, co-chairman
Earl Schooley, treasurer

TDU Meets

ATLANTA AREA

Saturday, April 6
7:30 p.m.
College Park Fire Dept.
Sullivan Road
College Park, Ga.

DENVER AREA

Saturday, March 23
4 p.m. to 6 p.m.
Thornton Mobile Estates
3600 East 88th Ave.
Thornton, Colo.

INDIANAPOLIS

Saturday, March 23
2 p.m.
Waterfront Plaza Best Western
2930 Waterfront Pkwy. West
Speedway/Clermont exit off I-465

KNOXVILLE

Sunday, March 24
4 p.m.
Quality Inn
I-40 at Cherry Street
Knoxville, Tenn.

LEHIGH VALLEY

Saturday, April 6
10 a.m.
UAW Hall, 2101 Mack Blvd.
Allentown, Pa.

LEXINGTON

Saturday, March 23
4 p.m.
Kentucky Inn
525 Waller Ave.
next to St. Joseph's Hospital
Lexington, Ky.

MEMPHIS

Tuesday, April 4
7 p.m.
Shoney's Restaurant
Elvis Presley Blvd. & Winchester Rd.

SAN FRANCISCO

Saturday, April 13
10 a.m. to noon
Potrero Hill Neighborhood House
953 DeHaro St. at Southern Hts. Ave.

EAST BAY CHAPTER

Saturday, April 6
Call: (415) 653-3865
Oakland, Calif.

SOUTHERN CALIFORNIA

Sunday, April 14
10 a.m.
VFW Hall
101 S. Main
Pomona, Calif.

ST. LOUIS

Sunday, April 21
Noon
AMVETS Post #88
8449 N. Broadway, St. Louis

NOW MORE THAN EVER ...

The best way to keep informed is to join TDU and read *Convoy Dispatch*. The changes taking place in our union are directly tied to the rank and file involvement of those who support TDU. On the eve of the IBT convention, with the delegate victories that we've had all over the country, it's time to renew your TDU membership or to join now if you've never been a member.

J.C. Thomas

*Local 667 delegate, Roadway Express
Memphis, Tenn.*



I joined TDU four years ago. It's one of the best decisions I've ever made. If you believe in a strong, honest, democratic Teamsters union, dedicated to fighting concessions, you and your spouse belong in TDU, too.

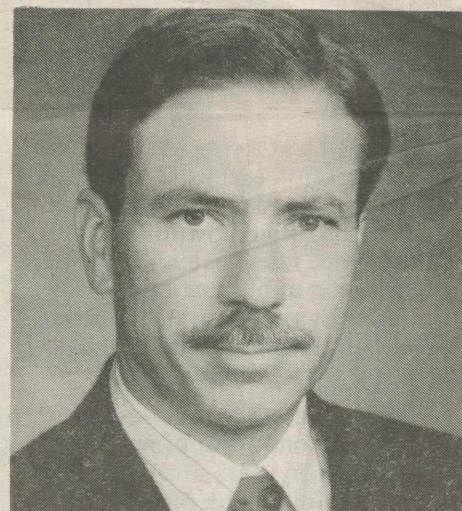
Gillian Furst

*Local 1145 delegate, Honeywell
Minneapolis*

As a business representative, I know I can't get much done for the union without the rank and file with me. The same is true for the movement to reform the IBT. It's up to all of us, not just a few special leaders. Join TDU, make the movement that much stronger, and you'll be making the union that much stronger.

Michael Tobin

*Local 150 Delegate
Sacramento, Calif.*



JOIN TDU

The members of Teamsters for a Democratic Union are rank and file Teamsters like you who want to see a better Teamsters union. We are active Teamsters, their spouses, and retirees. We believe in unionism and know that the key to a stronger Teamsters union is an active, informed membership.

We need you to join us—fill out the coupon and send it in today.

Together we can make history!

TDU MEMBERSHIP APPLICATION

Name _____ Local Union # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production ☐ Other _____

Optional: Spouses name _____

☐ \$30 membership fee for one year's membership & subscription to *Convoy Dispatch*.

☐ \$75 three-year membership fee. (\$10 of this shall be rebated to the local chapter.)

☐ \$15 for spouses, retirees and Teamsters who gross less than \$12,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date _____ / _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

(TDU membership is kept confidential from employers and union officials.)